

LOCAL GOVERNMENT SERVICE

No. 23

NOVEMBER, 1936

Vol. XVI

Contents:

National Executive Council	640
Salaries and Service Conditions	647
Light and Shade	649
Future of State Education	651

Illimitable Opportunities of Medical Officers

Scandal of Nurses' Working Hours

Mr. C. A. W. Roberts, M.B.E., manager of the Walton Hospital, Liverpool, and Miss H. Shatwell, sister tutor of that hospital, gave most interesting addresses on September 7. The lectures were arranged by the Association, and were delivered in conjunction with the Birmingham and District Hospitals, Institutions, Nursing, and Public Health Exhibition at Bingley Hall, Birmingham.

spirit at the outset, an unfortunate impression would be created which might persist for the remainder of his or her stay in hospital.

Staffing Problems

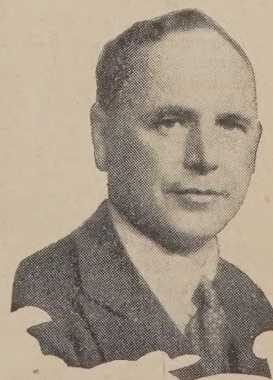
In considering the medical staff of the municipal hospital, the model of the voluntary hospital ought to be borne in mind. The medical superintendent should be in charge of the medical administration, with a staff of physicians and surgeons. It was essential to have the best men and give them responsibility and adequate pay; the days when this work is done for nothing are drawing to a close.

The nurses should certainly be catered for in a way that their profession demanded. In his view, they ought to have greater freedom, shorter hours, and better pay. It was an absolute scandal that nurses to-day were working from sixty to seventy hours a week in some hospitals.

The staff should consist of the matron, assistant matrons, night sisters, home sisters, sister tutors, ward sisters, staff nurses, and probationers. It was vital to obtain the proper proportion between trained and untrained staff. What constituted the proper proportion depended on the size of the hospital division. The larger the hospital, the smaller the ratio of trained to untrained staff, and vice versa. It was of paramount importance that the untrained staff should not be overloaded.

The responsibility for the control of the lay side of the hospital should be in the hands of a layman. He should be responsible for the whole of the non-medical administration. He should have an adequate staff, and the responsibility for the keeping of the property and belongings of patients and the corporation, together with the maintenance of all books and records, stores, maintenance of buildings etc., should be his.

There was no department of the hospital more likely to receive criticism than the



Mr. C. A. W. ROBERTS, M.B.E.

MR. ROBERTS, in opening, paid a tribute to the hospital work of the great city in which the exhibition was being held. He proposed to deal with the subject of hospital administration as it concerned a poor law or municipal hospital. Birmingham had taken a notable lead in these hospitals; in Dudley Road it had a magnificent hospital, and Selly Oak Hospital had followed.

Evolving a Fine Service

After referring to the origins of the hospital system, Mr. Roberts said that although the whole of his life had been spent in a city institution and hospital, he had the profoundest respect for the voluntary system, and hoped that it would be possible for the voluntary spirit to be retained. Voluntary workers were freer than State workers to experiment. The State official must necessarily have a line of retreat if something went wrong and he must be held responsible because public money was being spent. It was most desirable for the two systems to work in the true spirit of co-operation. Recognition of this was to be found in the Local Government Act of 1929, which had definitely laid down that conferences between voluntary and rate-supported hospitals should be held. The limitation of the voluntary hospital lay in the fact that the amount of money forthcoming for its support was not so plentiful as it had been in the past. He hoped that what was best in the voluntary system could be kept, and that the municipal hospital would go marching on, the two systems together evolving a very fine service.

Illimitable Opportunities

The handing over of the poor law hospitals to county and county borough councils had given an extraordinary opportunity to the medical officer of health of the authority in the wedding for the first time of preventive and curative medicine. The future opportunities of the

medical officer were, in his opinion, illimitable. The Government had built the foundations of what should develop into a first-class health system in the country.

Turing to the difficulties of administration, and administration itself, Mr. Roberts mentioned that the art of administration was one to which the Association to which he belonged was giving a great deal of thought. The choice of a career was definitely being turned in the direction of administrative posts, which in the past had been filled by haphazard methods. The service was becoming a real profession, and N.A.L.G.O. was doing all it could to see that through the establishment of diplomas in public administration, a training in administration covering every branch of the service would be available.

The planning of the hospital buildings was all important. A south aspect, airy spaces, pleasing tints in decoration, brightness, and cheerfulness had a considerable effect in the patient's recovery.

Human Spirit

When the patient went into the old type of hospital, there were all sorts of formalities which had to be gone through, and it was very difficult to obtain admission. In the more progressive hospital to-day the one qualification for admission was the state of the patient's health. In his opinion, that was the only consideration which ought to count. It had been necessary to build round the admission system proper safeguards for the public purse. In this connection, in the large hospital, almoners who made the requisite inquiries had been appointed. The post of almoner was a very attractive one for the right type of woman, who must possess tact and ability. Attached to her department should be receptionists, preferably trained nurses, who would give confidence to the persons admitted to hospital and their relatives. If the patient or relative did not meet with a kindly, human

kitchen; everyone knew that sick and convalescent patients were difficult to please. In connection with the food of sick patients, the services of a qualified dietitian should be obtained, whose duty it should be to take a comprehensive view of the needs of sick people, and to plan out the requirements, say, a month ahead so that the patients might have more individual treatment and more tasty and delicate food. The matron, kitchen superintendent, and dietitian should co-operate in this work.

The engineer was a very important person in the running of a hospital. His specialised knowledge made him of incalculable value, responsible as he was for lighting, heating, supplying the kitchen with steam, alterations and repairs, and generally running the place.

Elimination of Waste

Other special medical departments which ought to be mentioned were the X-ray, electro-cardiograph, operating theatres, and laboratory. The dispensary should be staffed with qualified pharmacists (whose responsibilities have been considerably augmented recently by the issue of the new Poisons Regulations), and special arrangements should be made in this department for the proper custody and checking of all dangerous drugs and poisons.

Coming to the question of equipment, Mr. Roberts held that while equipment was of primary importance, it was a mistake to spend money on ornamental equipment. The money available should be spent with the greatest possible care, and this began with equipment, and went on to economy in the use of food, light, and coal. As an example of what might be achieved in eliminating waste of food, Mr. Roberts stated that, as a result of abolishing fixed diets in Walton Hospital, the waste of food had been reduced from 246 tons to 144 tons per annum.

Successful administration in a hospital could only be brought about by co-operation from top to bottom. Staff meetings were useful in this respect because they enabled problems which arose to be discussed and criticisms offered; criticism should stimulate and help. The size of the building must be an important factor in deciding methods of administration. The smaller the place, the greater the amount of individual work the administrator could undertake.

Fascination of Administration

The administrator's task was threefold: He had to reconcile responsibility to the patient, responsibility to the ratepayers, and responsibility to the committee. He needed to have unbounded tact, and ought to develop a blind eye, as it was only necessary to see what was essentially wrong and bad.

Problems of administration were fascinating and becoming more and more so as time went on. To-day the public took an increasing interest in hospitals, and as the development of the hospital service progressed, so would the public demand a higher standard of excellence. It was necessary to keep one's mind fluid, and the administrator who had lived through the great changes of recent years could hardly fail to realise the great opportunities the future holds for him. It was interesting

to speculate whether the development in housing, the removal of slums, and other improvements for public welfare would result in a decreased demand on hospital accommodation. The speaker did not think this would be so, and stated that, in his opinion, the nation would become more and more hospital-minded as they became better acquainted with the development of recent years.

He concluded his talk by referring to the opinion of Samuel Butler on the attitude which should be adopted towards sickness and bad health generally.

Training of Nurses

Miss H. Shatwell, whose subject was "The Training of Probationers," sketched the evolution of nursing, and showed how the old priestly tradition of nursing as a vocation was responsible to some extent for present-day conditions.

During the War and for some time afterwards there was no standard of training for nurses; every hospital trained its own nurses according to its own standards, and it was in the War period that this method was recognised to be acutely unsatisfactory, and there was an outcry for one examination applicable to all. That situation was met by the setting up of the General Nursing Council in 1920, with its chief capacity the examination of nurses, the entry of names on the State Register, and the award of certificates. The council laid down that nurses should be taught in theory and practice, but it had nothing to do with conditions of training—these were left to the individual hospital. The three or four years of training which the probationer underwent were arduous years. The enthusiasm with which they undertook responsibilities was surprising, and when their duties were over they must devote time to study. Girls were entering the profession at a younger age, in many cases straight from school. The time had come, she suggested, when conditions should be relaxed so as to give more freedom and leisure and enable them to take their part in the ordinary life of the community.

Sectional and Professional

National Association of Juvenile Employment and Welfare Officers

The autumn conference and week-end school of the National Association of Juvenile Employment and Welfare Officers was held in Leeds from September 19 to 21. Invitations were extended by the Association to cover officials of the Ministry of Labour engaged in juvenile employment work, and upwards of 130 delegates were in attendance. The proceedings commenced on Saturday evening with a reception by the president of the Association, Mr. J. Wale Smith (Willesden).

Immediately following the reception the first session of the autumn school was presided over by Mr. George Guest (director of education, Leeds). An address was given on "Vocational Guidance Before Leaving School," by Mr. F. R. Worts, M.A. (headmaster, city of Leeds School). Mr. Worts suggested that vocational guidance should not be given until the last year of a child's school life, and preferably not until the last school term. Elementary school children, he said, in particular were not ripe for their tests and treatment until the last term, because school, home, and the world engaged their whole interests until the time came to think of a job.

On Monday morning an address on "Vocational Guidance After Leaving School" was given by Dr. C. H. Northcott (labour manager, Rowntree & Co., Ltd., York). Colonel G. E. St. Clair Stockwell, B.A., M.B., B.C. (school medical officers, Leeds), presided. Dr. Northcott cited the case of one boy who had had sixteen different occupations in nineteen months. An employment officer had subsequently assessed his capabilities and found him regular employment. Many employers felt acutely the social unwisdom of blind-alley work, and would be glad to find means of helping their unhappy employees.

The autumn conference of the Association was held on Tuesday, when other matters affecting juvenile employment were considered. Special mention was made of the resignation of Mr. E. G. Greenwell, of Manchester, who for several years had given magnificent service as honorary secretary to the Association, and arrangements were made for a suitable recognition of his work to be included in the agenda for the annual conference to be held in London early next year. Mr. Frank Booth, of Birmingham, who has been appointed honorary secretary, was heartily welcomed by the gathering.

Institute of Public Administration

It has been decided by the council of the Institute that for the next Haldane essay competition the right of entry shall not be restricted to members of the Institute, but that the competition shall be open to members of the public service generally. Accordingly entries are invited from local government officers. The Haldane Prize of £10 and a silver medal will be awarded to the writer of the essay which is regarded as forming the most useful contribution to the study of public administration.

Full particulars may be obtained from the honorary secretary, Institute of Public Administration, Palace Chambers, Bridge Street, Westminster, S.W.1.

NALGO's

NORTH WALES

HOTEL

WINTER TERMS

7/-

per day

(Christmastide 9/6 per day)

For full particulars apply to—

The Manageress,
Cefn-y-Mynach Private Hotel,
Rhos-on-Sea, Colwyn Bay
NORTH WALES.

MR. F. R. FINCH

At the conclusion of the proceedings of the Metropolitan District Committee, Mr. P. Ritherdon, as senior vice-chairman, took the chair and initiated a series of tributes to "Frank Finch" on his retirement. Someone had a happy thought to bring back "Pullinger"—now Alderman W. H. Pullinger, J.P., Deputy Mayor of the Borough of Southgate—to make the presentation on behalf of the District Committee. Mr. Ritherdon, after extending a hearty welcome to Alderman Pullinger, spoke in convincing words of the services which Frank Finch had rendered to local government in his position as deputy director of education, Willesden, for over 33 years, and to N.A.L.G.O. in various capacities since its inauguration 31 years ago. Mr. Ritherdon recalled that Mr. Finch had been honorary secretary, chairman, and president of the Willesden Branch, and had represented that

branch on the District Committee continuously. He had been chairman of the District Committee for 12 years, and had been a member of the National Executive Council since 1924. Mr. A. Pinches, as the vice-chairman next in seniority, supplemented Mr. Ritherdon's tribute. He had been proud to serve with Mr. Finch on the National Executive Council. Mr. A. A. Garrard, in paying his personal tribute to Mr. Finch, said that all would wish him "Fair weather, a good catch, and rest and contentment at the end of the day." After several others had associated themselves with the sentiments already expressed, the chairman called upon Alderman W. H. Pullinger to make a presentation to Mr. Finch of the resolution of appreciation passed by the District Committee recorded on vellum over the signatures of the honorary officers, and a cheque with which the recipient had announced his intention to purchase a motorboat. Alderman Pullinger endorsed most heartily every word of praise that had been given. He wished him God-speed in his future and had very great pleasure on behalf of the District Committee in asking him to accept the gifts with all good wishes. Mr. Finch responded in characteristic vein.

MR. T. E. PEARSON

On Tuesday, September 29, councillors, staff of the rural district and Ewecross public assistance area, together with the members of the Settle and West Riding Branch of N.A.L.G.O., met to pay tribute to **Mr. T. E. Pearson**, for 34 years clerk to the Settle Rural District Council. Mr. Pearson was articulated with Messrs. Weston and Barnes, of Brackley, who held posts of clerk to the magistrates, guardians, and highway board, also town clerk, for whom he worked from 1883 to 1891. From 1891 to 1902 Mr. Pearson held the appointments of clerk to the guardians and rural district council at Kettering, clerk to the Desborough Urban District Council, clerk to the Rushton School Board,

and superintendent registrar. In 1902 Mr. Pearson was appointed clerk to the Settle Rural District Council and superintendent registrar, and was from 1902 to 1930 clerk to the guardians of the Settle Union, 1930 to 1936 local public assistance officer, Ewecross area, 1902 to 1925 clerk to Settle Union Assessment Committee, 1925 to 1936 clerk to Ewecross Assessment Committee, 1910 to 1936 clerk to the Settle and Bentham Old Age Pensions Committee. Mr. Pearson was vice-president of the Leicester and Northamptonshire Branch of the National Poor Law Officers Association, 1901; president Yorkshire P.L.O., 1908, and president of the Settle Branch of N.A.L.G.O. since its inception in 1931. On his retirement, County Alderman Hunter, J.P., the only member of the present council who was a member of the council when Mr. Pearson was appointed, handed to Mr. Pearson a solid silver tea and coffee service, and on September 30, a further token of esteem—a framed photo of the staff—was presented to Mr. Pearson.



Mr. F. R. FINCH



Mr. T. E. PEARSON

ADDITIONAL BENEFITS**Scale of Grants**

Dental	Treatment—100 per cent, and Dentures—50 per cent, towards all estimates under the Scale approved by the Dental Benefit Council.
Optical	Treatment—100 per cent to a maximum of £1 5 0 for all estimates under the Scale approved by the Ophthalmic Benefit Joint Council. Grants given towards consultation with Ophthalmic Surgeon when specially prescribed by a Doctor.
Surgical	75 per cent grant to a maximum of £5.
Hospital	100 per cent grant to a maximum of £2 2 0 per week for a period not exceeding four weeks, for maintenance in a hospital. Two-thirds of the operation fee (where payment is made direct to hospital) to a maximum of £8 8 0 for a major and £4 4 0 for a minor operation.
Nalگو House	Free residence at Nalگو House, Matlock.
Other Convalescent Homes	Grants towards the cost of maintenance—each case considered on its merits; full refund of railway fares.
Want and Distress	Each case considered on its merits.

NALGO APPROVED SOCIETY

24, ABINGDON STREET, LONDON, S.W.1.

LOCAL GOVERNMENT EXAMINATIONS**SPECIALISED COACHING**

for most of the examinations applicable to the Local Government Service is offered by the

NALGO CORRESPONDENCE INSTITUTE

Tuition is provided for various examinations including
N.A.L.G.O.

Incorporated Association of Rating and Valuation Officers

London University Diploma in Public Administration

Institution of Municipal and County Engineers

Board of Trade (Weights and Measures Inspector)

Poor Law Examinations Board Relieving Officers

Poor Law Examinations Board Institution Officers

Poor Law Examinations Board Clerical Assistants

Sanitary Inspectors' Examinations

Full particulars from

NALGO CORRESPONDENCE INSTITUTE

24, Abingdon Street, Westminster, S.W.1

Whitleyism Winning Through

NEW EDUCATIONAL FEATURE

What the N.E.C. is Doing

VERY heavy agendas confronted the National Executive Council at its first meeting after the summer recess at the offices of the Association on Saturday, October 17, with Mr. W. W. Armitage in the chair. Other members of the council present were: Messrs. H. Allen, H. J. Altoun, A. G. M. Archibald, J. T. Baker, W. A. N. Baker, A. G. Bolton, T. W. Bottomley, J. Brown, J. Chaston, G. W. Coster, F. E. Cox, A. B. Day, G. S. Fraser, T. Freeman, A. A. Garrard, A. J. Gould, V. Grainger, F. W. Greenhalgh, D. L. Griffiths, F. H. Harrod, P. H. Harrold, R. E. Heron, J. L. Holland, G. Llewellyn, W. E. Lloyd, F. V. Merriman, C. J. Newman, T. Nolan, A. Denton Ogden, D. J. Parry, A. Pinches, E. L. Riley, C. A. W. Roberts, C. S. Robinson, J. W. Singleton, Miss I. Stansfield, Messrs. E. J. Stead, G. A. Stone, H. Taylor, J. W. Vince, J. H. Warren, W. H. Whinnerah, E. G. Whitney, J. W. Wilkinson, W. Wilson, Miss L. H. Wooldridge, and Mr. L. Worden.

Apologies for inability to be present were received from Messrs. E. F. Bacon, L. E. Rumsey, and F. J. Willett.

The chief business of the council consisted of considering the reports of the various standing committees.

Equal Pay

The Service Conditions and Organisation Committee stated that, in pursuance of the conference resolution, the organising secretary had had an interview with the chairman of the Civil Service Equal Pay Committee, from which it was learned that the Equal Pay Committee is desirous of getting into communication with the teachers, the L.C.C. staff association, N.A.L.G.O., and any other black-coated organisations sympathetic with the principle of equal pay for equal work. It is expected that definite proposals will soon be made by the Equal Pay Committee so that collaboration between sympathetic organisations may be directed towards an active propaganda campaign.

Cost of Living

The committee also considered and approved a memorandum to be submitted to the Cost-of-Living Index Advisory Committee setting forth the views of the Association in relation to the compilation of the cost-of-living index figures.

Unemployment Act, 1934

Representations are being made by the committee to the Unemployment Assistance Board to protect the interests of those members who will be affected by the application of Part II of the Unemployment Act, 1934, and correspondence is passing between officers of the Association and officers of the Unemployment Assistance Board on this subject.

New Sectional Association

The committee ratified a proposal whereby the Registrars' Association (of England and Wales), which has a potential membership of approximately 2,100, would include in its constitution a provision that

the subscription to that association would include the full membership subscription to N.A.L.G.O. and the annual contribution to the N.A.L.G.O. Benevolent and Orphan Fund, in return for which every member of the Registrars' Association would be entitled to participate in all N.A.L.G.O. activities and benefits. This agreement has yet to be approved by the council of the Registrars' Association.

Whitleyism Winning Through

The report of the committee on the subject of Whitleyism stated that the Standing Conference of Joint Councils had been reconstituted at a meeting held on September 18, 1936, and would, in future, be known as the National Whitley Council. In the North-Eastern district the question of the representation of the several staff organisations on the staff side of the proposed Provincial Council had now been agreed, and it was anticipated that a further meeting of the representatives of the local authorities would be held at an early date to consider the draft constitution of the council. A meeting of representatives of staff organisations in the East Midland district was held at Nottingham on September 17, when a resolution was passed in favour of the establishment of a Provincial Council for the East Midland area, and a request was made that the National Whitley Council should ask the authorities' side of that council to invite the Lord Mayor of Nottingham and the Chairman of the Nottingham County Council to convene a conference of local authorities in the area to consider the establishment of a Provincial Council. In the West Midland district a deputation from the authorities' side of the National Whitley Council waited upon the Lord Mayor of Birmingham and the Lord Mayor Designate on September 29. The deputa-

tion asked the Lord Mayor to convene a conference of representatives of local authorities in the area to consider the establishment of a Provincial Council. The Whitleyism Sub-Committee also stated that it had met representatives from the South-Eastern, Southern, and South-Western districts. The executive committee of the South-Eastern District Committee passed a resolution in favour of the establishment of a Provincial Council and agreed to recommend the district to urge its members to reconsider their previous decision and to undertake propaganda with a view to securing the agreement of all branches for the establishment of a Whitley Council in the area. At the conclusion of the meeting with the Southern District Committee the chairman of the district gave an undertaking that the branches within the area should again be consulted, and that the district committee would reconsider the decision in the light of the replies received from them. The executive committee of the South-Western District Committee has agreed to submit a resolution to the next meeting of the district committee stating that the district is quite prepared to co-operate in the work of a Provincial Council when such a council is established by the local authorities. That committee also undertook to conduct propaganda with a view to inducing the authorities to adopt a more sympathetic and encouraging attitude. The Eastern District Committee has asked the National Executive Council to arrange for a meeting of representatives of local authorities in the area covered by the Eastern District Committee to be convened for the purposes of hearing statements on the subject of Whitleyism from employers' representatives, and of voting on a proposition for the formation in the immediate future of a Whitley Council for the area. The Service Conditions and Organisation Committee decided to approach the employers' representatives on the National Whitley Council in connection with this question. The constitution of the proposed Scottish Whitley Council has now been approved, and discussions are proceeding between the representatives of the various trade unions as to the allocation of seats on the staff side of the council.

From these reports it will be seen that great headway is being made generally, and although it may be some little time before the decisions of the various district committees and other meetings are implemented, yet there is every reason to be optimistic about the future of Whitleyism for the local government service.

Co-operation with W.E.A.

The main items in the report of the Education Committee concerned co-operation with the Workers' Educational Association; an outline programme for the 1937 summer schools; awards under the scholarships scheme; and reports of progress in the examinations and the Correspondence Institute spheres.

The committee reported that co-operation with the Workers' Educational Association would have two main objects—first, to develop on yet another side the Association's public relations policy by aiding a body which has done and can do a great deal in educating public opinion to an appreciation of the scope and social value of local government, not only by its

teaching activities but by the contact these afford between official personnel and a large number of students with civic consciousness and interest which the Workers' Educational Association attract; and, secondly, to supplement the Association's own educational work and to widen its scope by providing facilities for the study of cultural, scientific, and sociological subjects of a non-vocational character. On the recommendation of the Education Committee, it was decided that the Association should affiliate nationally with the Workers' Educational Association, and that branches be informed of the decision so that the advisability of local affiliation may be considered. As a part of a general scheme of co-operation, it was further agreed that the Association should support the week-end schools organised by the Workers' Educational Association and pay the fees of tutors in connection with the one-day and week-end schools organised for the benefit of members of the Association.

Summer School Abroad

The Education Committee reported that the enthusiasm with which the lectures on "Comparative Public Administration," delivered at the Cambridge Summer School, were received fully justified the introduction of lectures on the administrative systems of other countries. The educational value of travel is well acknowledged, and the committee felt that a small summer school visiting a foreign country would combine the advantages of travel with the opportunity of making a close study of the administrative system of a foreign country. Consequently it has been agreed that three summer schools should be held during 1937—one for Scotland, at St. Andrews; a second for England and Wales, at Oxford; and a third in Paris. The lectures at the summer school for England and Wales will be divided into three groups of three lectures each; the first dealing with the changing structure of local government; the second with the theory and practice of planning; and the third, planning local government from within.

Awards and Progress

The committee reported that it has made awards under the scholarships scheme on the results of examinations held between September 1, 1935, and August 31, 1936, in respect of eight examinations; that lists of applications for awards had been forwarded to five examining bodies with a request that they would nominate candidates for awards under the scheme; and that in two cases lists would be forwarded to the two examining bodies after the closing date for receipt of applications. A full list of the successful members under this scheme will appear in LOCAL GOVERNMENT SERVICE when all the awards for the year 1935-36 have been made. The work of the N.A.L.G.O. Correspondence Institute continues to develop, and the statistics submitted by the Education Committee showed that the period January to September, 1936, compared favourably with the corresponding period of 1935.

National Executive Council

(continued)

Closer Working with Sectional Societies

At a meeting of the Standing Joint Committee held on October 10, 1936, three applications for membership were submitted and approved, and the Association of Public Health Chief Clerks, the School Attendance and Investigation Officers' National Association, and the Society of Veterinary Officers now become members of that committee. The chairman of the National Executive Council submitted to the committee a statement on the proposals of the council to ensure closer working with the sectional and professional societies. He did this as a result of the resolution passed at the Aberdeen Conference, and the committee decided to refer the memorandum to each sectional and professional society for its observations. These observations will be considered at the next meeting of the committee, which will be held within a period of six months. Discussion also



Members of the Southern District Committee and Whitleyism Sub-Committee.

ranged round Ministry of Health Circular 1525; the formation of National and Provincial Whitley Councils, and information was submitted to the committee on the Group Life Assurance scheme which has recently been inaugurated by the Board of Management of Logomia.

"Hadow" Report

As a result of an interim report submitted by the "Hadow" Sub-Committee, which consists of members of the Service Conditions and Organisation and the Education Committees, the council decided to forward a letter to the Ministry of Health expressing regret with the terms of Circular 1525, and whilst admitting the importance of the local government service being staffed by fully qualified officers, pointing out that there is no proposal in the circular for any machinery to be set up whereby a diploma or degree course may be taken by officers already in the service. It also decided to arrange informal discussions with the object of securing a united policy in regard to the "Hadow" Report, and progress in this direction will be recorded from time to time in the columns of this journal.

Volume of Legal Assistance

The report of the Law and Parliamentary Committee contained details of eighteen cases in which assistance had been rendered to members of the Association in defence of their interests. It also showed that since the July meeting of the committee legal advice had been given by headquarters in 150 individual cases, and that, as a result of compensation appeals lodged by the Association on behalf of its members since July 4, 1936, a total increase of £204 had been obtained for seven members.

The Publications and Public Relations Committee reported on preliminary steps which were being taken to ensure that local government would be brought to the notice of the citizens of this country during the Coronation celebrations next year.

Conference Arrangements

The Finance and General Purposes Committee reported that it had already made preliminary arrangements for the Annual Conference, 1937, and that a special sub-committee had visited Margate and had interviewed the local conference council.

This early action had been taken so as to make quite sure that the arrangements for the conference will be at least equal to those made for conferences during previous years.

Death Benefit

The committee also approved a report on a proposed death benefit scheme for circulation to the branches, in accordance with the resolution passed at the annual conference, 1936.

A recommendation was made to the National Executive Council, and the council agreed that a donation of five hundred guineas should be made by the Association out of the general fund to the King George V Memorial Fund.

Convalescent Home Facilities

The council approved a suggestion of the committee that an arrangement should be entered into with the Civil Service Clerical and Allied Classes Approved Society whereby members of N.A.L.G.O. who require convalescent home treatment at a convenient centre on the South Coast would be able to go to the convalescent home of that approved society at Hayling Island.

Protecting Members of Activities

A long report was submitted by the committee on the subject of branch accounts. The general conclusion of the committee was that whilst it was not desirable to have a detailed annual audit, what should happen is that the branch auditors should be empowered periodically to call for copies of the local correspondent's returns to headquarters, the receipts issued to him, and to check these returns with one or two pass-books. It was felt that this could quite easily be arranged; that it would ensure that the correspondents would make prompt remittances to headquarters; and that it would satisfy the members to know

that their interests were being safeguarded locally as well as nationally. This conclusion was endorsed by the council.

Holiday Centres Activity

The chief items in the report of the Special Activities Committee dealt with the holiday centres at Croyde Bay and Cayton Bay and the private hotel at Rhos-on-Sea. These reports contained a mass of detail relating to improving the holiday centres, the amenities, and the conditions attaching to residents at the holiday centres, all designed to ensure that members of the Association who take advantage of these facilities for their summer holiday will have a maximum of comfort and convenience, and a minimum of restriction and regulation.

"All Mankind's Concern"

As usual, the Benevolent and Orphan Fund Management Committee had a long report to submit on the 358 cases of poverty, destitution, and misfortune which came before its notice. The report showed that 291 persons are now in receipt of weekly allowances, and that the fund is spending money on them at the rate of over £13,000 per annum. The first sign of the Christmas season obtruded itself when the Management Committee reported that it had examined specimen hampers for sending to the beneficiaries of the fund at the festive season. The committee estimated that approximately 240 hampers would be required for the beneficiaries this year.

Progress of Ancillaries

The report of the Nalgo Approved Society Committee of Management showed that between January 1 and September 12, 1936, nearly 6,000 additional benefit cases had been admitted, involving total payment of close on £11,000. It also showed that for the same period 272 persons had been admitted to Nalgo House, Matlock, and that each person had stayed there for approximately two weeks one day. The Provident Society Committee of Management stated that between January 1, 1936, and September 24, 1936, 2,138 sickness claims had been paid, involving an expenditure of close on £9,500. The membership statistics submitted by the committee showed that at September 25, 1936, there were over 16,000 members insured under Table I—Sickness Scheme; 1,109 under the Death Benefit Scheme—Table II; and that the total number of persons insured under the Hospital and Nursing Home Scheme was 4,087.

The Building Society Committee of Management stated that since the inception of the society 14,609 members had enrolled for paid-up and partly paid shares, and 2,813 persons had deposited money with the society. Since the meeting of the committee held at the beginning of July last, over £418,000 had been advanced to members to enable them to purchase their own houses.

Logonia progress has also been well maintained, and at the end of September, 1936, there were 8,111 Motor Insurance policies in force; 5,835 Life policies; and 9,096 Fire and Householders' Comprehensive policies.

The reports of the various committees were approved.

ALL MANKIND'S CONCERN

Weekly Allowances

A widow aged 45 years was left with two children aged 13 and 7 years dependent upon her. She was destitute except for a small sum from insurance and a house with a mortgage on it. The younger child is susceptible to tuberculosis. Since her husband's death widow has endeavoured to increase her income by obtaining boarders, but she is now suffering from a breakdown in health and finds that she is unable to continue augmenting her income in this way. The Benevolent and Orphan Fund is making a substantial grant each week for the maintenance of the widow and her two children.

A retired member aged 70 years, whose only income was £1 per week Old Age Pensions for himself and his wife, sought assistance from the Fund. Member's wife has had a serious breakdown in health from which she cannot recover, and member has been forced to ask his daughter to leave her employment and remain at home in order to nurse her mother. Member's son is unemployed. The Fund is making a generous weekly allowance in this case.

Lump Sum Grants

Member aged 66 years retired on superannuation allowance has invalid wife who has been bed-ridden since July, 1935. She has been operated on for cancer and is not expected to live very long. Member has had to incur very heavy medical and nursing expenses during the last two years, and finds that he is unable to meet household accounts such as gas, electricity, etc., for which he is being pressed. Application was made to the Fund, and a grant to cover the payment of the outstanding accounts was made.

A young member aged 21 years whose mother died recently, leaving him responsible for the payment of funeral and other expenses. Since Christmas, 1935, member's mother was unable to follow her usual employment owing to ill-health, and was entirely dependent upon her son for support. There are also three younger brothers to be maintained. The Fund made a grant in this case towards payment of funeral and other expenses.

Temporary Loans

A member aged 45 years with wife and three young children dependent upon him. Member's wife has suffered from ill-health for several years, and special foods, medicines, etc., have to be obtained for her. Consequently, member finds that he is unable to meet outstanding accounts for rent and rates, and the Fund has advanced a sum in this case repayable by easy instalments.

A member aged 52 years has been compelled to absent himself from duties owing to lung and nerve trouble. He has obtained advice from specialists, etc., but does not appear to have benefited therefrom. He has fallen behind with the payment of various accounts owing to the heavy expenses of his illness, and the Fund has made a temporary loan to this member to assist him over a difficult period.

On The Turntable

SOME six years ago record buyers, already used to electrical recording, were startled by a wonderful record of the Overture to "Il Barbiere di Siviglia," conducted by Toscanini. It has since been one of the best-selling of all orchestral records. Among the new records made by this maestro just before his retirement was one of another Rossini Overture—"L'Italiana in Algeri" ("Italian Girl in Algiers"). Racy, brilliant music, played with such unanimity that the orchestra might be a new and wonderful soloist. It is undoubtedly the record of this Overture. Toscanini and the New York Philharmonic Symphony Orchestra. — H.M.V. DB2943.

After listening to his new records of the Brahms Violin Concerto, Kreisler stated that he was content to be judged by them. Brahms, like Beethoven, wrote only one Violin Concerto, and it represents him at his highest form of invention and musical feeling. It is the music of a giant, and calls for a genius to interpret it. Kreisler has done nothing finer in his career. Kreisler and the London Philharmonic Orchestra, conducted by John Barbirolli. — H.M.V. DB2915-18, DBS2919.

It was a bold experiment to divorce the music from the pictures, but owing to Walt Disney's flair for choosing just the right music, these H.M.V. records of the sound of his films are excellent entertainment, whether you happen to have seen the pictures or not. "Lullaby Land" is now issued, and in addition to the "original" music, such items as Brahms' "Cradle Song" are introduced. This record will be a strong nursery favourite. — H.M.V. BD370.

Frances Day sings two songs from her new film, "Dreams Come True"—"Love's Melody" and "So must our love remain."—H.M.V. BD366. Molly Picon, the clever American comedienne, is again very funny in her latest songs, "It's Love" and "Nervous."—H.M.V. B8486.

One of the greatest successes of the Autumn Theatre Season is "Lew Leslie's Blackbirds of 1936," running at the Lyceum Theatre, London. H.M.V. have issued two songs by Lavidia Carter, one of the stars of the show—"Dixie isn't Dixie any more" and "Jo-Jo the Cannibal Kid." H.M.V. BD365. Two more of the most popular artists of this company are the Nicholas Brothers, who sing "Your heart and mine" and "Keep a twinkle in your eye." On the second of these one of the brothers does some amazing tap-dancing. — H.M.V. BD373.

The Quintet of the Hot Club of France have recorded new arrangements of "After you've gone" and "Oriental Shuffle."—H.M.V. B8479. The other two swing records this month are played by Benny Goodman and his orchestra. The titles of the records are "Stompin' at the Savoy" and "If I could be with you"—H.M.V. B8480; and "Swingtime in the Rockies" and "I've found a new baby."—H.M.V. B8481.

At Random

By "Hyperion"

"IMAGINATION WAS GIVEN TO MAN TO COMPENSATE HIM FOR WHAT HE IS NOT; A SENSE OF HUMOUR TO CONSOLE HIM FOR WHAT HE IS."—ANON.

November 9th—and all that

As November 9th draws near, it seems not inopportune to recall the old "chestnut" of the mayor who, thanking the council for the honour they had done in electing him, said that he had used his best endeavours to hold evenly the scales of justice, veering neither to partiality on the one side, nor to impartiality on the other! At least we can be thankful that we have no election scenes comparable to the U.S.A. elections in the days of Al Capone, described by Kenneth Mackenzie in *Been Places and Seen Things*.

"Soon Capone had complete control of Cicero.* He put his own mayor in office, his own men were running the wide-open gambling joints. So, with bribes, favours, jobs, and strong-arm methods, he owned the town."

"After Capone left town an election was held. Cicero looked more like a shooting gallery than a polling day. Everybody packed a gun, and before the day was over most of the election gunmen had taken a shot at someone. Ten dead and fifty wounded, and every polling booth shut up, and Capone's brother shot dead, was the end of a perfect election day."

"People vote their resentment, not their appreciation. The average man does not vote for anything, but against something."
—William B. Munro.

For those who like such things, and who haven't forgotten their algebra, here's an election problem:

In a town election there were two candidates. Of the town's eligible voters, 10 per cent did not vote and 60 votes were rejected. The winning candidate's votes consisted of 47 per cent of the eligible voters and he won by 308 votes. How many votes did each candidate get?

Answer next month.

Miscellany

A budget is a method of worrying before you spend instead of afterwards.

To avoid criticism, do nothing, say nothing, be nothing.

If you do things with other people, they say it is herd instinct; if you like to be alone, they say that you have not learnt how to co-operate.

"If all our misfortunes were laid in one common heap, whence everyone must take an equal portion, most people would be contented to take their own and depart."
—Socrates.

*A small town near Chicago.

"A woman worries about the future until she gets a husband, while a man never worries about the future till he gets a wife."—*Montreal Gazette*.

"A man who, as a boy, was told by his schoolmaster that he would come to a bad end is now an M.P. Well, the lad should have heeded the warning."
—*The Humorist*.

A lady, finding a wasp in her soup, demanded crossly:

"Waiter, what is that?"

Said the waiter:

"That, madam, is a Vitamin Bee."

An old maid, shocked at the language used by men repairing telephone wires near her house, wrote to complain, and the foreman was asked to report. His report read: "I was up the telephone pole, and accidentally let some hot lead fall upon Bill. It went down his neck. He said, 'You really must be more careful, Harry.'"

Incidentally, he had never quite understood why, when there was something that was not quite straightforward, it was called a "gentleman's agreement."—Sir Arthur Salter in *"International Affairs"*.

Of all God's creatures there is only one that cannot be made the slave of the lash. That one is the cat. If man could be crossed with the cat it would improve man, but it would deteriorate the cat.
—Mark Twain.

Surrealism

"Just what is modernistic art?"

"It's something that proves things are not as bad as they can be painted."

This definition seems to be justified by two titles of pictures at the Surrealist Exhibition held last summer: "*Average atmospheric-cephalic bureaucrat milking a 'cranial harp'*," and "*Suburbs of the paranoiac-critical town*."

Crooners and Torch Singers

One of the greatly billed stars is a torch singer. Now, a torch singer is a female crooner, and your view of this performance must obviously depend upon your view of crooning. At its best this misuse of the human voice is to me no better than street-singing; indeed, our lavender-sellers cry more musically. At its worst crooning, again in my view, is like the caterwauling of seasick tabbies. To this critic, then, the whole business is humiliating and obscene in the sense that it is an abasement of the human voice and a degradation of the art of singing. Holding this view, I cannot think that any crooner is better or worse than any other.—James Agate, in *"The Sunday Times"*.

DOES YOUR BOOKSHELF CONTAIN

these eminent authors' works? Why not improve your library for 3d. per day?

Let us send you a free ILLUSTRATED BOOKLET of any of these choice Editions —see coupon below.

POCKET EDITIONS

HUGH WALPOLE'S NOVELS.—26 Vols., including the famous "Jeremy" books, "The Cathedral," and "Portrait of a Man With Red Hair," etc. Blue limp leather, gilt tops.

BERNARD SHAW'S PLAYS.—In 13 Vols. Blue limp leather, with author's facsimile signature in gold. Issued in tasteful blue case. All the famous prefaces included.

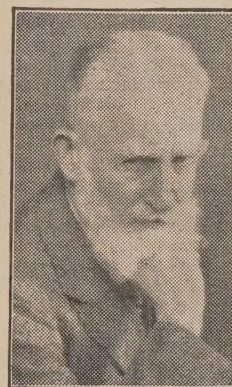


Photo [Dorothy Wilding]

A first payment of

7/6

or less brings any set to YOUR HOME AT ONCE

SIR J. M. BARRIE'S WORKS. 11 Vols. of Plays, 11 Vols. of Prose, including "Farewell Miss Julie Logan," in blue limp leather; gilt tops and monogram on cover.

KIPLING'S WORKS.—26 Vols. of Prose; red limp leather, or cloth, illustrated; Also Kipling's Poetical Works in 6 volumes to match.

JEFFERY FARNOL'S NOVELS.—23 Volumes. Blue leather. "The Broad Highway," "The Amateur Gentleman," "Charmian, Lady Vibart," and other charming stories.

SIR JAMES FRAZER.—"The Golden Bough." The only authentic unabridged edition of his greatest work. 12 large Vols. Now reduced in price by 35 per cent.

Post this for
FREE ILLUSTRATED BOOKLET
To THE GLOBE PUBLISHING Co., Ltd.
112, Strand, London, W.C.2

I am interested in the.....Edition (state which). Please send me Free Illustrated Prospectus, and monthly terms of payment, with discount for cash. (Use unsealed envelope —&d. stamp.)

NAME.....
(USE BLOCK CAPITALS)

ADDRESS.....

METROPOLITAN

Presiding for the last time over the Metropolitan District Committee at its meeting at the Westminster City Hall on October 15, Mr. Frank R. Finch brought his services to N.A.L.G.O. to a distinguished close by the transaction of normal business in record time. The absence of any very contentious items on the agenda only partly accounted for an early termination, for representatives present were conscious of the necessity for leaving ample time subsequently to pay their tribute to the chairman on his pending retirement from the service.

One item of interest arose in correspondence, an expression of regret from the Stoke Newington Branch that a promised report on the setting up of an area education committee had not yet materialised. It being understood that arrangements for a meeting of the special sub-committee appointed to deal with the matter were in hand, the district committee referred the communication to the general purposes sub-committee, with power to act.

Reports of the sports sub-committee, entertainments sub-committee, and the general purposes sub-committee were submitted and approved. The reports included preliminary arrangements for the 16th annual reunion concert to be held at Queen's Hall on January 29, 1937, and for a coronation dance on May 8, 1937. Details of both events will be circulated to branches in due course.

The general purposes sub-committee reported the names of members to whom grants towards expenses in attending the summer schools had been made.

Grants to certain hospitals from the "Help Yourself" revenue of the Benevolent and Orphan Fund were approved, and as the grant to the Acton Hospital entitled the district committee to a life governorship, it was decided to write to the Acton Branch to nominate a member in whose name this may be taken.

An examination of the statements of income and grants of the B. and O. Fund for the year ended December 31, 1935, had revealed that there were twenty-seven branches in the Metropolitan District which contributed an amount averaging less than 2s. 6d. per member. The position being viewed with some concern, it was agreed the general purposes sub-committee should examine the amounts contributed in greater detail and take such action as it might consider desirable.

The report of the divisional secretary on his activities in the district from May 18 to September 12 was received. During the period twenty-nine meetings were attended and 236 visits and interviews carried out. In addition, the divisional secretary conducted nine deputations and attended three meetings of Whitley Councils.

Recommendations as to suitable recognition of the services of Messrs. C. F. M. Powning and W. H. Lakin on their relinquishing office respectively as honorary treasurer and honorary general secretary of the district committee were approved.

The proceedings terminated with arrangements for the appointment of presiding officer and scrutineers for the election of sub-committees at the annual general meeting on December 10 next, and a report from Mr. J. T. Baker on the work of the B. and O. fund regional committee.

District Committees

NORTH-WESTERN AND NORTH WALES

A meeting of the North-Western and North Wales District Committee was held at the Town Hall, Bootle, on October 3, 1936, under the chairmanship of Mr. W. H. Whinnerah. In the unavoidable absence of His Worship the Mayor of Bootle (Alderman J. W. Clark, J.P.), Mr. Daniel Williams, F.I.M.T.A., borough treasurer of Bootle and president of the Bootle Branch, welcomed the delegates. There were also present Mr. J. D. Cannell, honorary treasurer, and Mr. Haden Corser, divisional secretary, Messrs. C. A. W. Roberts, E. L. Riley, J. H. Warren, J. W. Wilkinson, and Miss Iva Stansfield, members of the National Executive Council.

The chairman referred to the unfortunate absence of the honorary secretary of the district committee, Mr. F. J. Willett, owing to illness, and reported that he was making good progress. He also referred to the death of Mr. Robert Rutter, late secretary of the Irlam Branch and a member of the district committee. The members stood in silence as a mark of respect.

The district committee confirmed the recommendations of the general purposes committee in regard to monetary grants to the three area educational committees, namely, Liverpool, Manchester, Preston and Fylde. A sum of 150 guineas, received in respect of the sale of "Help Yourself" magazines throughout the district, was allocated to the six branches (25 guineas each) for donation to approved hospitals.

A communication from the Hawarden and District Branch in regard to the necessity for urging the Government to introduce a compulsory Superannuation Bill was read and forwarded for the consideration of the National Executive Council.

Mr. C. A. W. Roberts reported the proceedings of the last meeting of the National Executive Council, mentioning the efforts which were being made in regard to the extension of Whitleyism, compulsory superannuation, the implementation of the recommendations of the Hadow Committee, the facilities which the Association was offering in regard to loans for educational purposes and the formation of area education committees.

Mr. H. Russell, honorary secretary of the B. and O. regional committee, reported the proceedings of the meeting of the committee held on September 23, and also referred to the following resolutions adopted by the committee: (1) To call the attention of the members of the District Committee to the fact that out of 102 branches which comprise the district, there are 26 who contribute less than 2s. 6d. per head of Association membership to the Fund; (2) To urge upon all these branches the necessity of introducing an intensive campaign with a view to ensuring that all branches in the district contribute at least 2s. 6d. per head of Association membership.

The chairman referred to the appointment of Mr. J. B. Swinden, divisional

secretary for the North-Eastern and Yorkshire District, as organising secretary.

The chairman also referred to the formation of a National Joint Council for Local Authorities' Administrative, Technical and Clerical Services, to the appointment of Mr. J. W. Wilkinson as deputy chairman, and to the appointment of Mr. Haden Corser, divisional secretary for the North-Western and North Wales District as joint secretary and staffs secretary.

The meeting terminated with the report of the conference delegates, and the report of the district sports. The delegates were then entertained to tea by the mayor.

WEST MIDLAND

A well-attended meeting was held at the Town Hall, Sutton Coldfield, on September 19. Mr. H. Taylor, deputy town clerk of Stoke-on-Trent, presided in the absence of the chairman (Mr. F. H. Harrod, M.C., director of education, Coventry).

The chairman referred to the recent death of Mr. C. W. Cookson, assistant borough treasurer of Walsall and president of the Walsall Branch, who was a member of the district committee from 1919 until 1925, and chairman in 1923, and paid a tribute to Mr. Cookson's splendid service to N.A.L.G.O. Mr. Cookson took a leading part in the formation of the Walsall Branch in 1918, and was honorary secretary until 1924. It was largely owing to Mr. Cookson's energy that the branch secured superannuation in 1924. A vote of condolence with the relatives was carried.

There was a discussion on a communication from the general secretary about the appointment by branches of education sub-committees, and it was suggested by the Walsall representative that the appointment of such sub-committees should be deferred until the area education committee was functioning and could give a lead. There was also a long discussion on the work of the area education committee, which was requested to prepare estimates of possible expenditure for consideration by the executive committee.

Reports from branches included the statement that the Atherstone Rural District Council had adopted the 1922 Superannuation Act and the Lancashire and Cheshire Whitley Scale of Salaries; and that on the branch application, the Stoke-on-Trent City Council had adopted improved scales for sanitary inspectors.

A letter was read from the town clerk of Dudley, referring to the adoption by the town council of the Local Government and Other Officers' Superannuation Act, and thanking the divisional secretary, who made the application to the council, for his services.

The West Midland Shield, presented annually to the branch contributing the highest amount per head of membership to the B. and O. Fund, was presented to the Herefordshire Rural and Urban Districts Branch, with a contribution of 17s. 3d. per head.

The committee approved grants of £5 5s. each to ten hospitals.

Mr. H. Taylor and Mr. G. A. Stone reported on the proceedings of the National Executive Council.

The report of the divisional secretary referred to the formation of a new branch at Stourbridge; to the adoption of the 1922

(Continued on page 646)



"HEDGE YOUR MORTGAGE" ASSURANCE

MEANS SAFEGUARDING THE HOME

Buying a house on the instalment system is a good way to commence married life, but see that the house may be left to dependants free of debt in the event of death of the purchaser.



FAMILY INCOME ASSURANCE

TO PROTECT THEIR FUTURE

Benefits for £1,000 policy:—

If death occurs within 20 years

(a) £200 on death.

(b) £3 per week for remainder of 20 years.

(c) And then £800.

If death occurs after 20 years
£1,000 is payable when it does occur.

FOUR STAGES OF LIFE THAT N.A.L.G.O. ASSURANCES PROVIDE FOR

School fees need no longer be a problem. A parent by effecting a series of endowment assurances arranged to mature over a period of years, may, whether he lives to the end of the terms of the assurances or not, make excellent

Are you able to look forward to a pleasant retirement? Visits to foreign lands, etc., can be provided for by looking ahead and taking out

PROVISION FOR EDUCATION

ENDOWMENT ASSURANCES

Further particulars from
N.A.L.G.O. 24, Abingdon Street, Westminster, S.W.1.



(Continued from page 644)

Act by the Dudley Corporation, the scheme including 116 officers and 224 servants; and to the adoption of improved salary scales by the Salop and Warwick County Councils, the County Borough of Walsall, and the Solihull Urban District Council. He also referred to successful appeals by West Midland officers against annual payments of compensation.

Reference was also made to improved service conditions approved by the New-castle-under-Lyme Corporation, grants fixed by the West Midland Joint Electricity Authority for officers passing recognised examinations, and to a scheme of recruitment for junior officers, adopted from December 1, 1936, by the Birmingham Corporation.

It was reported that Worcester City had won both the West Midland cup for the mixed doubles tennis competition, and the cup for the men's doubles tennis competition, the first time both cups had been won by the same branch. The District Bowls cup was won by Mr. H. Mallinson, Salop Branch.

At the conclusion of the meeting the representatives were generously entertained to tea by the Mayor of Sutton Coldfield (Councillor Terry). The mayor and mayoress, who were present, and the branch were warmly thanked for the arrangements. Speaking after the tea, the mayor said that before he was on the council he had often thought officials had too little to do and were paid too much. His experience since had taught him how valuable the services of the officials were. The town clerk (Mr. H. A. Reay-Nadin) also expressed his pleasure that the meeting had been held at Sutton Coldfield, and at the large attendance. As one who was intimately concerned with the formation of N.A.L.G.O., he rejoiced at its success and achievement.

SOUTH-EASTERN

The South-Eastern District Committee met on October 3, with Mr. W. A. N. Baker in the chair.

On a letter and resolution from the Brighton Branch concerning the duration of the annual conference, the executive committee presented a report recommending that the official welcome, formal speeches, and the B. and O. Purse session should be held on the Friday afternoon preceding Whitsun Day, instead of on the Saturday morning. The report was approved for submission to the National Executive Council.

Considerable interest was shown in the report of the Whitleyism sub-committee which met representatives of the N.E.C. on the previous Saturday. The sub-committee's report was finally approved and adopted, and branches are to be asked to submit replies to the following questions: (1) Is your branch in favour of the principle of Whitleyism? (2) Will your branch co-operate with others in the district to secure the establishment of a provincial Whitley council for the South-Eastern area?

An area education committee for the South-Eastern District has now been formed, and consists of the executive committee and three co-opted members

with special knowledge and experience of educational matters.

The committee was interested to learn that the Gravesend and Gillingham Borough Councils had adopted the Superannuation Act.

SOUTH WALES

The South Wales District Committee met at Barry on September 26.

Mr. A. J. Gould presided, and the committee was accorded a civic welcome by the chairman of the Barry Urban District Council, Councillor E. Coy, J.P., who referred to the amenities of Barry, and also paid a tribute to the splendid service given by the Barry officials. On behalf of the district committee, the divisional secretary thanked the chairman for his attendance and his cordial welcome.

At the opening of the meeting, the chairman—Mr. A. J. Gould—referred to the death of Mr. T. C. Evans, and moved that the committee record its keen regret and the sense of loss they had sustained. Mr. J. Weslake Hill seconded, and a tribute to the sterling service given to the Association, and particularly to the B. and O. Fund, was also paid by Mr. Tom Davies.

The committee received reports of meetings of the executive committee. The reports stated that Mr. D. J. Parry had judged the essays for scholarships at the summer school at Aberystwyth, and that scholarships were awarded to Mr. C. Knight, Abercarn; Mr. D. C. Morgan, Llantrisant; and Mr. L. J. L. Price, Merthyr Tydfil; and that the committee had congratulated Mr. Neil J. Peters, Cardiff, on his election as president of the British Waterworks Association, and Mr. Dan Edwards on his election as president of the National Union of Teachers. The district committee approved recommendations of the executive committee that the executive committee meet the Whitley sub-committee of the National Executive Council; a scale of salaries for junior officers; the principle of forming an area education committee or committees; grants to six hospitals.

Reference was made to the speeches of Mr. A. J. Cottle, Abertillery, and Mr. T. G. Buffett, Pontypridd, at the annual conference, and the committee congratulated both on the excellent case presented.

The divisional secretary reported the formation of two new branches, that since the last meeting of the committee notification had been received of the adoption of the Superannuation Act by four authorities; that the Brecknock and Radnor County Councils had adopted new scales of salaries; that the Rhondda Urban District Council had agreed to the establishment of a joint conciliation committee; that the Cardiff City Council had approved an improved scale of holidays and regulations for the payment of a money allowance in lieu of rations to institutional officers absent on sick leave; and that there had been two successful appeals to the Ministry of Health in connection with compensation for loss of office.

The district committee decided to congratulate three Cardiff officers, Mr. J. W. Hill, Mr. A. Thomas, and Mr. R. F. Trott, who had passed the intermediate grade of the Association's examinations.

Mr. G. Llewellyn reported on the proceedings of the National Executive

Council, and regret was expressed at the unfortunate accident suffered by Mr. A. J. Gould, which prevented his attendance at the meetings of the N.E.C.

Mr. C. B. Bright (Glamorgan) raised the question of hours of duty in institutions, and the matter was referred to the executive committee for inquiry and report to the next meeting of the district committee.

Representatives of the Neath Branch reported that the branch had negotiated improved salaries which had affected about 80 per cent of the members. The branch was congratulated on the success of the negotiations.

At the conclusion of the meeting, the committee was generously entertained to tea by the Barry Branch, when the chairman of the council again kindly attended. On the proposition of Mr. J. Essery (Newport), and seconded by Mr. G. N. Roderick (Neath), the branch was thanked for its hospitality.

NORTH WESTERN DISTRICT SPORTS FINALS

The annual sports meeting was held at Southport on September 19th, 1936. The following are the results:

BOWLING TEAM.

Winners: Bolton Branch. Trophy: North-Western Cup. Prizes: Pewter Tea Set.
Runners-up: Burnley Branch. Prize: Box of Carvers.

BOWLING INDIVIDUAL MERIT.

Winner: Mr. Openshaw (Manchester). Trophy: Manchester Cup. Prizes: Pewter Tea Set and tray.
Case of Tea Knives.
Runner-up: Mr. Rowsley (Liverpool). Prize: Case of Fish Eaters and Servers.

TENNIS TEAM.

Winners: Burnley Branch. Trophy: Challenge Trophy. Prize: Pewter Tea Set.
Runners-up: Manchester Branch. Prize: Case of Fish Knives and Forks.

LADIES' INDIVIDUAL TENNIS.

Winner: Miss Rowe (Lytham St. Annes). Trophy: "Johnson" Cup. Prize: Pewter Fruit Stand.
Runner-up: Miss McKerrrow (Manchester). Prize: Fruit Set.

GENTLEMEN'S INDIVIDUAL TENNIS.

Winner: Mr. Beckett (Burnley). Trophy: "Burnley" Cup. Prize: Canteen of Cutlery.
Runner-up: Mr. Ormond (Liverpool). Prize: Case of Fish Eaters and Servers.

SWIMMING TEAM.

Winners: Manchester Branch. Trophy: Lancashire County Cup. Prize: Pewter Tea Set.
Runners-up: Cheshire County (2nd). Prize: Travelling Set. Blackpool. Prize: Travelling Set.

GOLF.

Winner: Mr. Rowland (Birkenhead). Trophy: Accrington Cup. Prize: Canteen of Cutlery.
Runner-up: Mr. Stackhouse (Burnley). Prize: Case of Fish Eaters and Servers.

GOLF (CONSOLATION).

Winner: Mr. McFall (Wallasey). Prize: Case of Fish Eaters and Bread Knife.
Runner-up: Mr. Lees (Southport). Prize: Fruit Set.

THE N.A.L.G.O. (Metropolitan District) OPERATIC AND DRAMATIC SOCIETY

"The Mikado," that great favourite of Gilbert and Sullivan's operas, is to be produced by the Society from February 17 to 20, 1937, at the King George's Hall, Caroline Street, Great Russell Street, W.C.1.

If you did not see the Society's third production, "The Sport of Kings," perhaps it was because you prefer a show with captivating music and an abundance of colour, and you will have all this and more in the "The Mikado."

Make a note of the dates and watch for further announcements in this journal.

Nalگو Building Society

Free Service for Members

The Nalگو Building Society desires to direct attention to the details of the advertising service which is being offered free to those members who have arranged mortgages:

(a) The columns of this journal will be placed at the disposal of any member who desires to sell (or let) a house mortgaged to the society, and an advertisement to be approved by the society will be inserted free of charge. If space permits, a second insertion will be given, if required. The name of the member and the address of the property can be inserted, or replies can be addressed to headquarters by means of a Box number. All advertisements must be received by the 15th of each month.

(b) From the purchaser's standpoint, he will be purchasing a house which has been passed by the society's surveyor, and, except in special circumstances, no survey fee will be payable for another inspection. He will also be fortified with the knowledge that he is purchasing a house, the title of which has been fully investigated and approved by the society's solicitor. As a further inducement, and provided the purchaser, who must be a member or the wife of a member of N.A.L.G.O., desires to continue the mortgage with the society, and the society's solicitor acts throughout the transaction, the society will be prepared to make a contribution towards the purchaser's legal expenses.

The undermentioned advertisements have been received for insertion this month:

SEVEN KINGS (Essex).—Freehold property, 2 reception-rooms, 3 bedrooms, bath-room, separate W.C., kitchenette, etc. Well-kept garden. Plot 95 ft. by 20 ft. Veranda. Pleasantly situated with south aspect. 2 mins. to station, trams, shops, etc. Price £675.—Apply 69, Vernon Road, Seven Kings, Essex.

WORTHING (Sussex).—Modern freehold property; end house of a block of four. 3 bed-rooms, 2 reception-rooms, kitchen, panelled bath and W.C. Well built and in good condition. Hot-water boiler in kitchen. Garden well laid out. Price £710.—Apply 43, Congreve Road, Worthing.

EWELL (Surrey).—Detached brick-built bungalow in Manor Drive. Pleasantly situated in good residential area. Plot 34 ft. by 200 ft. 3 rooms, kitchen, bath-room, etc. Garage. Built 1932. No road charges. Price £725 or near offer. Immediate possession. View by appointment.—Apply Box No. HPB3, c/o 24, Abingdon Street, Westminster, S.W.1.

LEICESTER.—Modern freehold semi-detached property. 3 bed-rooms, 2 reception-rooms, scullery, bath, etc. Plot of 450 sq. yds. Good garden, greenhouse, cycle-shed, etc. 2 mins. from buses. Highest part of the city. Price £525.—Apply 65, The Circle, Crown Hills, Leicester.

Salaries and Service Conditions

SUPERANNUATION

At the October meeting of the **Beverley Town Council** the formal resolutions to adopt a scheme of superannuation for officers in the employ of the council were submitted. After a lengthy discussion, a vote was taken, which resulted in 15 members voting in favour and 9 against. The statutory majority required under the Act was thus not attained by one vote.

Our members at **Beverley** may rest assured that the Association will spare no effort to secure for them a scheme of superannuation such as is already enjoyed by an overwhelming majority of their colleagues elsewhere. The action of the **Beverley Town Council** provides yet another example to demonstrate that a compulsory measure of superannuation is very much overdue.

SALARIES

The divisional secretary has submitted proposals for the adoption of salary scales and the grading of the officers of the **Heanor Urban District Council**. The council received him in support of the proposals on October 5, when a special committee was appointed to go into the matter.

On the recommendation of the sanitary and cleansing committee, the **Stoke-on-Trent City Council** has approved a new scale of salaries for sanitary inspectors, and has agreed that the new scale shall apply to the existing staff.

It was said that a number of vacancies had most seriously affected the efficiency of the department, and that it had been difficult to obtain a sufficient supply of sanitary inspectors at the old scale.

Alderman Sampson Walker said that the chief reason they had difficulty in getting properly qualified men for these positions was that there was no corporation staff superannuation scheme in the city. The superannuation scheme was turned down when promulgated on the score of expense. But what would the cost to the rates be of rises such as these of £50 a year in the salaries of officials? He had no criticism to make of the proposed increase, but the example of this committee was sure to be followed by committees controlling other departments of the corporation.

It seemed to him that they were embarking on a slippery slope, because they had failed to face this question of superannuation. He would be very much surprised if the price they had to pay was not much larger than it would have been if they had faced the question of superannuation courageously.

The **Atherstone Rural District Council** (Warwickshire) has recently adopted the Lancashire and Cheshire Provincial Whitley Council scale of salaries for its officers as from April 1 last. The scale means immediate increases varying from

£17 10s. to £45 per annum throughout the whole of the staff.

At the October meeting of the **Liverpool Council** the recommendation of the co-ordination (special) committee regarding the adoption of the Lancashire and Cheshire Whitley Scales for female assistants was confirmed.

The divisional secretary interviewed the **Tees-side Railless Traction Board** in support of an application for the institution of a salaries scale and the adoption of a superannuation scheme. It was urged that the acceptance of this application would place the staff upon terms of equality with the staffs of the constituent authorities—**Middlesbrough** and **Eston**—by which the Board is maintained. Consideration of these matters was promised at an appropriate time.

The organising secretary, accompanied by the divisional secretary, had an interview with the **North-Eastern County Boroughs Joint Board for the Mentally Defective**. The result of this application has not yet been announced.

At its meeting held on September 22, the **Hayes and Harlington U.D.C.** confirmed the recommendation made by the Council and Staff Joint Committee (Whitley Council) that Grade A 1 scale should be amended from £75—£10—£140 to £75—£12 10s.—£150, the commencing salary to apply only to officers of 15 years of age, officers more than 15 years of age to be placed on the appropriate point in the grade according to age.

WHITLEY COUNCILS

The executive committee of the **Yorkshire District** met representatives of branches in the North and East Ridings at York on October 10. After hearing the views of the executive committee on the alternatives of a separate Provincial Council for the North and East Ridings or an extension of the existing West Riding Provincial Council to cover the whole of the county, the representatives agreed to ascertain the views of their branches in this connection, in order that the district committee may be advised in due course of these decisions and take further action accordingly.

NO COMPETITION HERE

In these days, when unemployment is rife, it is good to learn that there are some professions not overcrowded. For instance, **Whitehaven** health committee advertised for a health visitor and school nurse. An appointment was made, but later declined, and on the post being readvertised, there were no applicants. Now, as an encouragement, four annual increments of £5 rising to £220 is being offered.

The committee met with no success also when looking for a municipal midwife. In this case the post was advertised at £165 rising to £190, but there were no suitable applicants. One hundred and eighty pounds to £200 was then offered, but no one applied. Now the vacancy is to be advertised again at £200 a year rising to £220.—(*"North Western Daily Mail,"* October 12, 1936.)

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:

24, ABINGDON STREET, WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organization," "Education," or "Special Activities."

Telephone: WHItchall 9351 (6 lines).

Telegrams: Natassoc Parl, London.

OFFICERS

PRESIDENT:

W. E. Lloyd, F.S.A.A., Borough Treasurer, Hampstead.

IMMEDIATE PAST PRESIDENT:

G. W. Coster, M.B.E., ex-Clerk to the West Derby Assessment Committee.

VICE-PRESIDENTS:

W. W. Armitage, Principal Assistant, Water Works Office, Sheffield.

J. L. Holland, Director of Education, Northamptonshire C.C.

HONORARY TREASURER:

W. E. Lloyd, F.S.A.A., Borough Treasurer, Hampstead.

HONORARY SOLICITORS:

England—P. H. Harrold, Town Clerk, Hampstead.

Wales—D. J. Parry, M.A., B.Sc., Deputy Clerk to the Glamorgan C.C.

Scotland—G. S. Fraser, M.A., B.L., Town Clerk, Aberdeen.

TRUSTEES:

S. Lord, F.I.M.T.A., F.S.A.A., Borough Treasurer, Acton.

W. H. Whinnerah, A.C.I.S., Secretary, Highways Department, Manchester.

A. G. M. Archibald, Chemist, Chemist's Department, Glasgow.

GENERAL SECRETARY: L. Hill.

DEPUTY GENERAL SECRETARY, LEGAL SECRETARY, AND INSURANCE SECRETARY: J. Simonds, M.A., Barrister-at-law.

ACCOUNTANT: H. G. Baker.

ORGANIZING SECRETARY: J. B. Swinden.

EDUCATION SECRETARY: H. Slater, B.Sc. (Econ.), F.C.I.S.

SPECIAL ACTIVITIES, DEPARTMENTAL SECRETARY: H. Wright.

DIVISIONAL SECRETARIES:

Metropolitan and Eastern Districts and London County Council Branch—T. M. Kershaw, 24, Abingdon Street, Westminster, S.W.1. Telephone: WHItchall 9351.

North-Western and North Wales District—Haden Corser, 22, Booth Street, Manchester. Telephone: Central 5257.

North-Eastern and Yorkshire Districts—W. Cecil Wood, 12, East Parade, Leeds. Telephone: Leeds 24861.

East Midland, West Midland, and South Wales Districts—J. E. N. Davis, York House, Great Charles Street, Birmingham. Telephone: Central 1836.

South-Eastern, Southern, and South-Western

Districts—F. Thomas, Room 60, Somerset House, Reading. Telephone: Reading 3880. Scottish District—J. M. Mortimer, 67, West Nile Street, Glasgow. Telephone: Douglas 404.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch officers:

September 30.

Circular No. 77/Prov./1936.

(To each local correspondent of the Provident Society.)

(a) Requesting a Provident Society membership campaign.

(b) Giving particulars of the Sickness, Death Benefit, and Hospital and Nursing Home Schemes.

(c) Setting out form for requisitioning literature.

Circular No. 78/Log./1936.

(To each local correspondent of Logomia.)

Enclosing a copy of a Life Assurance circular and setting out a form for requisitioning copies for distribution amongst members.

Circular No. 79/Prov./1936.

(To each local correspondent of the Provident Society.)

Concerning the proposed Permanent Sickness Scheme.

October 14.

Circular No. 82.

(To each branch treasurer.)

Concerning the compilation of summary sheets and the remittances to headquarters.

October 19.

Circular No. 80/Prov./1936.

(To each local correspondent of the Provident Society.)

Concerning members of the Provident Society who allow their membership of the parent association to lapse.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the cost-of-living index for the past six months: May, 44; June, 44; July, 46; August, 46; September, 47; October, 48. The percentage increases in each of the five groups on which the index figure is based are as follow:

	Aug.	Sept.	Oct.
Food	29	31	32
Rent	59	59	59
Clothing	90	90	90
Fuel and Light	75	75	75
Other Items	70	70	70

ORDER FORM

"A CENTURY OF MUNICIPAL PROGRESS" Price £1 1 0

To the GENERAL SECRETARY, N.A.L.G.O.,
24 Abingdon Street,
Westminster, S.W.1.

Please send me.....copy(ies) of "A Century of Municipal Progress,"

for which I am enclosing a remittance for £ 1 :

NAME.....

ADDRESS.....

IMPORTANT DATES

November.—Branch annual general meetings during the month.

December 1.—Last day for applying for admission to N.A.L.G.O. examinations in January, 1937.

Holiday Centres and Cruise

RE-UNION

NOTE THE DATES:

LONDON—

Saturday, 13th February, 1937,
at Harrods, Knightsbridge

7—12 p.m.

LEEDS—

Friday, 26th February, 1937,
at the Town Hall, Leeds

8 p.m.—1 a.m.

Tickets 2/6

Obtainable from: **NALGO**
24, Abingdon St., Westminster, S.W.1

THE 1937 NALGO DIARY

IS NOW

ON SALE

Price 1/-

With season-ticket holder ... 1/3

With back-loop and pencil ... 1/-

(for lady members)

Obtainable from Branch Secretaries or
NALGO, 24, Abingdon St., Westminster,
S.W.1.

N.A.L.G.O. Holiday Guide

RECOMMENDED ADDRESSES

To those members who have observed this notice and have been good enough to forward holiday addresses which they can recommend for inclusion in the N.A.L.G.O. Holiday Guide—Thank you! In order to keep the addresses current, hundreds of new recommendations are required each year and all addresses recommended by members will be welcomed, especially Continental and London. If you know of a good establishment please send the name and address to Headquarters at once, stating the branch of N.A.L.G.O. of which you are a member.

LOCAL GOVERNMENT SERVICE

Editorial Offices: 24, Abingdon Street, Westminster, London, S.W.1. Telephone: Whitehall 9351 (6 lines). Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration. No payment will be made for contributions unless they are specially requested by the Editor. Authoritative local news on matters having more than a purely local interest is welcomed. Legal and other inquiries relating to Local Government will be answered promptly. All communications should be addressed to THE EDITOR.

Advertisement Offices: A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4, to whom all advertisement communications should be addressed. Replies to Box Nos. must be sent to A. Darby's Advertising Service. Telephones: City 6686 and 6687. Telegrams: Darbiads, Cent, London.

Light and Shade

"..... If an official is wanted for an administrative post where I am concerned, and I find an applicant has been the means of moulding and encouraging our movement, he will get my vote all the time." (Speaker at the Labour Party's Conference at Edinburgh.)

BANG goes the Hadow Report! Vain are the ideals of reformers! Futile are the proposals to enhance efficiency in local government!

There is nothing here to suggest the harmonious adjustment between capacity and service. No word of encouragement to an ambitious officer to put forth every effort to equip himself for arduous public duties. Merely an intimation that, as far as the speaker was concerned, an applicant for a job should be an active member of "our movement," and his prospects of success would be particularly promising.

According to the newspaper reports the speaker's engaging commentary was received with cheers.

Lest we should be accused of prejudice we want to make it clear that jobbery in appointments is not confined to one political party, but seldom is it announced so blatantly.

Despite the cheers, things are not so bad as might appear. The report of the Party's National Executive on local government administration was a model of correctness, of unflinching vision, of sound advice, and high endeavour. Never before has so challenging a policy been so courageously expounded and so daringly defended by any political party. N.A.L.G.O. itself could not have done it better.

Referring to the appointment and promotion of council staff, the report states: "Every local authority should lay down appropriate procedure for the recruitment, appointment and promotion of staff, and every care should be taken that personal influence is excluded. *No consideration other than the suitability of candidates for posts should enter.* Wherever practicable competitive appointment should be adopted. This is a matter that should be the concern of every political party."

N.A.L.G.O. heartily agrees. It has been hammering away at this policy for years with little or no encouragement from the

local authorities. It is extremely gratifying that support has come from so influential a source, and we appreciate more than we can adequately express the awakening of public consciousness it betokens.

We shall have to return to our Hadow Report after all!

But the report of the National Executive is full of striking recommendations.

"Certain conditions should be rigidly enforced. Vacancies not filled by promotion or transfer, should, as far as practicable, be advertised. Canvassing for any appointment should be a disqualification. The appointment of relatives of Council members or senior officers to positions under the Council, even if justified on merit in particular cases, is open to serious misunderstanding."

To Mr. Herbert Morrison fell the task of presenting and defending this policy. For sheer courage and ability on a public platform his utterances have seldom been surpassed.

Without intending it, and unknowingly perhaps, Mr. Morrison magnificently vindicated N.A.L.G.O.'s policy. His sole concern was for the highest pitch of efficiency and clean administration. He will have nothing to do with the "spoils" system, because he aims at getting the best out of the local government machine in the interests of the people as a whole. He recognises that

local government is the largest "industry" in any area; that it is—although they do not realise it—the most important factor in the lives of the people; that it is through the social services that the harsh, grinding poverty of the poor has, at least, been assuaged; and that through the development of those services lay the hope and inspiration of the future.

Mr. Morrison knows better than most men that local government should have the right to enlist the services of all men and women of goodwill, whatever private political views they may hold. He demands—as N.A.L.G.O. demands—that officials, *qua* officials, should subordinate their private opinions, and co-operate wholeheartedly with whichever political party may be in power. He sees the danger to the state which would arise if N.A.L.G.O., as an organisation, were to espouse any political cause, or attach itself to any political party.

We do not know whether Mr. Morrison is aware of the discussion which took place at our annual conference at Aberdeen a few months ago, on the question of affiliation with the Trades Union Congress. Whether he does or not does not matter, but the chairman of the National Executive Council in officially opposing the motion, made no more pregnant observation than this of Mr. Morrison's:

"It would be a bad day for local government administration if municipal officers were encouraged to become mere creatures of one political party, and to twist administration for the convenience of that political party."

Sweeping Away Difficulties

We should like to quote still further from Mr. Morrison's historic pronouncement, but we have space for only one more extract. It should be borne in mind that Mr. Morrison was uttering not only his own views, but the official policy of the Labour Party, which was approved by a large majority of the Conference.

"Any - jobbery," said Mr. Morrison, "any appointment because of opinions of a candidate, or because of the relationship of a candidate, is a betrayal of the Labour Party. Anybody who does it ought to be cleared out of the Party, bag and baggage, at the quickest moment."

If the Labour Party's policy is faithfully carried out we shall indeed achieve the Charter of local government of which we have talked so much, and endeavoured so strenuously to attain! If the other political parties will engender the same fire and enthusiasm for clean and honest administration, many of the difficulties we have experienced for years will be swept away, and the work of the elected representatives and the staffs can be carried out with one unfettered aim, namely the promotion of the health, happiness and comfort of the people, whom we have the honour to serve.

WHY not make the Scottish page more snappy? it is asked. The answer is that this is an official journal. It would be easy to do so if only one could give intimate details of negotiations and reveal all the inter-play of personalities and the varying interests which move men to action. In an official journal only the bare facts can be recorded. Even these it is sometimes advisable, on grounds of expediency, to omit. To throw discretion to the winds and write up 'a good story' would be fine fun, but it would be useless—the discreet editor would apply his blue pencil. In the past month there have been several interesting happenings which, if written up might make 'good copy,' but—we shall give only the official account.

Scottish Whitley Council

As reported last month, the executive of the Scottish District Committee was given full power to deal with the allocation of seats on the employees' side of the council, and to take such further steps as they might think proper. Accordingly, a meeting of the executive was held on October 1 to consider this question, and, after a long discussion, it was agreed to appoint eight of our members, on the assumption that we are entitled to at least eight seats, and to keep another two in reserve in case it should be found that we were entitled to ten out of the twelve seats on our side of the Council. A ballot vote was taken and the following gentlemen were elected: Messrs. A. G. M. Archibald, chairman of the Scottish District Committee; J. M. Mortimer, divisional secretary; H. G. Pope, city assessor, Aberdeen; S. H. Brodie and J. Weir Neilson, Glasgow; Robert Adams, Edinburgh; James Brown, Lanarkshire; and John Campbell, Stirlingshire, with Robert Urquhart, Dumbartonshire, and James Penny, Dundee, as reserves. It is rumoured that certain difficulties have arisen which may delay an early meeting of the council. We had hoped to have the first meeting of the regularly constituted council towards the end of October, but it appears that this meeting cannot take place. The committee appointed to bring the council into being is likely, however, to meet.

Glasgow

An interesting meeting of the extensions and education committee of the branch was held on October 13. It was reported that during the year which ends this month 231 new members had joined the branch. Mr. Peter Pettigrew, the convenor of the committee, reported that he and Mr. Brodie had interviewed the education department regarding the possibilities of forming a class for the study of the history and working of local government, with particular reference to Glasgow. After some discussion it was agreed to proceed with such a class this winter, if arrangements can be made in time, the class to meet at 5.30, probably in the old Allan Glen School. A syllabus of visits, likely six in number, is being arranged to various corporation undertakings.

Dundee

On October 6 the divisional secretary attended a meeting of the wages and conditions of service committee, and certain negotiations are proceeding, but at present it is too early to report on these. It was interesting, however, to learn that during

Scottish Notes

the year between 40 and 50 new members have enrolled, and that the branch is now practically 100 per cent strong. The annual meeting has been fixed for December 11, and Mr. Dingle Foot, M.P., has promised to give an address, so it is hoped there will be a large turn-out of members. One matter of regret, however, is the resignation of Mr. McGill as chairman of the executive. It is generally agreed that Mr. McGill has made an ideal chairman, and has done excellent work, particularly with regard to the adoption of a superannuation scheme, during his term of office.

Ayr

On October 2 the divisional secretary had an interview with a committee of Ayr County Council with regard to the payment to be allowed for non-contributory service. The committee agreed to recommend 60ths in place of the bare 120ths, which is all the Act guarantees for non-contributory service. This recommendation was reported to a largely attended meeting of the executive of the branch, held in Ayr on October 15. At that meeting Mr. James A. Scott, the town chamberlain of Kilmarnock, presided, and there was some discussion regarding the salary scales of the clerical staff. It was agreed that this matter be brought before the annual meeting next month.

Aberdeen

Negotiations have taken place for an increase of salary to the transport inspectors. The council are now recommended to grant an increase of £10 per annum.

Banffshire

A meeting of the new branch was held in Banff on October 9, Mr. George A. Cumming, county clerk, presiding. The secretary, Mr. H. H. Wood, submitted a report on the membership, and it was agreed that an effort be made to rope in some of the officials in the smaller burghs of the county. The divisional secretary addressed the meeting and answered a number of questions.

North of Scotland

A largely attended meeting of the branch was held in Inverness on October 8, Mr. A. P. W. Bewglas presiding. Reports were submitted by the chairman and the other representatives to the annual conference, and Mr. T. Stewart reported on the work of the Scottish District Committee. He suggested that something should be done by the branch by way of helping their young members to attend the summer school. A discussion took place regarding Whitleyism and the allocation of seats on the employees' side of the Whitley Council. It was felt that the North of Scotland should be represented, and the secretary was instructed to write to the Scottish District Committee on this subject. A discussion also took place regarding the salary scales of the county council, and it was agreed that this question be taken up in the near future. The divisional secretary addressed the meeting and answered a number of questions.

Edinburgh

A very interesting winter programme of lectures and visits has been arranged by the Edinburgh Branch. The following details have been supplied by the honorary secretary:

Nov. 12.—Lecture, "A Historical Review of Public Assistance in the City of Edinburgh," by A. Y. Douglas, Esq., Public Assistance Officer.

Dec. 8.—Visit to City Observatory, Calton Hill.

1937.

Jan. 19.—Visit to City Observatory, Calton Hill.

Jan. 27.—Visit to the Refuse Disposal Plant at Powderhall.

Feb. 11.—Lecture, "A Historical Review of the City Architect's Dept., of the City of Edinburgh," by E. J. Macrae, A.R.I.B.A., City Architect.

Feb. 17.—Visit to the Telephone Exchange, Rose Street.

Mar. 11.—Lecture, "A Historical Survey of Lighting and Cleansing in the City of Edinburgh," by N. J. Wilson, B.Sc. Chief Inspector of Lighting and Cleansing.

Mar. 17.—Visit to the Telephone Exchange, Rose Street.

SUPERANNUATION

In England

Sir Kingsley Wood, Minister of Health, in the course of an address to a meeting of members of Wiltshire local authorities at the town hall, Trowbridge, said they should never forget that our great local government service was carried on largely by officers whose steadfastness and integrity in discharging their duties was unquestioned.

He hoped it would be possible for Parliament soon to deal further with provision for their superannuation. He believed it would help further to attract suitable recruits to the service and give that further measure of security and stability which was desirable in the interests both of the local authorities and the officers themselves.

. . . . and in France

In order to facilitate the admission of the young generation to public administrative posts in France, an Act issued on August 18, 1936, establishes new age limits for public servants. During the discussion of these measures it was estimated that their introduction would enable the authorities to put an extra 17,000 officials on the retired list.—(*Industrial and Labour Information*, October 19, 1936.)

Help Yourself

The sale of "Help Yourself" annuals will cease on November 14, and it is hoped that before that date all members will have purchased a copy from their local branch secretary.

The annual is a great improvement on last year's production, and in addition to being good value for money contains many attractive prizes for the winners of the interesting competitions.

The sale of these annuals is an important source of revenue to the Association's Benevolent and Orphan Fund, and every member is urged to purchase a copy.

Future of State Education

Inspiring Address to Union of Educational Institutes

The Union of Education Institutions is virtually a federation of local education authorities, and its chief function is that of conducting examinations for students in attendance at schools and institutions for further education. The constitution of the union provides for the effective co-operation of local education authorities, teachers, the Board of Education, and representatives of industry and commerce. At present no fewer than thirteen county councils, thirteen county borough councils, and eight other authorities are members. At the forty-first Annual Meeting of the Union, which was held in the Council Chamber, Birmingham, on October 17, Bertrand Russell, M.A., F.R.S., was installed as President of the Union for the year 1936-37, and delivered one of the most outstanding pronouncements on the future development of the State Education from which we have pleasure in publishing excerpts.

MY subject is a large one (said Mr. Russell), and I can only touch on certain aspects of it. I propose to consider three questions:

- (1) Up to what age should education be compulsory?
- (2) What proportion of later education should be technical?
- (3) What should be the aim of the non-technical part of education?

As to the age at which compulsory education should cease, I am glad to see that some very strong words were lately spoken by Sir Richard Livingstone in his Presidential Address to the Education Section of the British Association. The majority of our population, he pointed out, "have had no regular instruction after they leave school at fourteen years, an age when education in the real sense is about to begin. This," he said, "is our great educational scandal." He did not consider that the problem could be met by a slight raising of the school-leaving age; on the contrary, many of the things best worth knowing cannot be learnt in early youth, and will therefore not be learnt at all unless education is prolonged.

Ignorance of Elementary Facts

The inadequacy of education as it is at present is a very grave matter. Before the days when schooling was made compulsory, most of those who could read and write were fairly widely educated; but now, though everybody has been taught to read, most people have been taught little else. The capacity for being misled by any emphatic assertion, however absurd, is one which present elementary education does not destroy, and which has become more harmful, not less, since everybody has been taught to read. Elementary schools, in the short time at their disposal, cannot give such scientific training or knowledge as would enable the pupils to reject obvious nonsense, and cannot effect anything in the way of protection against various kinds of quackery, in medicine, in journalism, or in politics. Hardly any of the wage-earning class know the most elementary facts of hygiene or physiology. Illness is to them a mysterious infliction from without, and it is very difficult to convince them that they can do anything to prevent or cure it by their own conduct. A morbid terror of blood poisoning may exist side by side with an absolute refusal to realise the necessity for the cleansing of wounds, since it is believed that blood poisoning is an inevitable catastrophe, like a bad harvest, and as little to be controlled.

Prolongation of Compulsory Education

There are, of course, reasons against prolonging compulsory education. The one which weighs most is expense. As to this, there are various things to be said.

First: For every 100 young people of 16 years old in Great Britain in 1937, Sir Josiah Stamp estimates that there will be 85 in 1942, 73 in 1952, and 62 in 1962. All the incalculable factors would tend to make the fall even greater. Meanwhile, according to the same authority, the number of people from 65 to 74 years old will continue to increase; for every 100 in 1937 there will be 113 in 1942, 127 in 1952, and 133 in 1962. We can, therefore, very considerably increase the educational expenditure per child without increasing what each adult has to contribute. If we merely keep our total educational expenditure constant, we shall be able, in 1962, to spend nearly twice as much on each child as we do now.

Second: As everyone recognises, education is of the nature of an investment rather than expenditure. Unless it is very unwise, it increases efficiency, and much more than repays its cost.

Third: Even at the moment there are large deductions to be made from the gross cost of education before we arrive at the true net cost, and this is especially true of education in the later years. Unemployment, and therefore unemployment benefit, is diminished by keeping juvenile labour from competing with that of adults, by discouraging the blind-alley occupations into which young people are now tempted, and by the direct effect of the expenditure in providing work.

For these various reasons, we could raise the school-leaving age gradually to (say) 18, without any net increase of public expenditure; indeed, within fifteen years we could do it without any gross increase.

But apart from expense there are other possible objections to the prolongation of universal education. Among the children of the well-to-do, whose education at present lasts till about 21, there are many who do not profit by their later years, and who would be better employed in some work connected with their subsequent careers and appearing to them more useful. There is no doubt, I think, that a purely scholastic education is boring and not very useful to the less intelligent boys and girls after (say) 16. This, however, is not a reason for discontinuing education altogether; it is only a reason for making it less academic except for those whose dominant interests are intellectual. We

cannot discuss the proper school-leaving age in the abstract, but only in relation to this or that kind of instruction.

Age of Increasing Intelligence

There are, however, very important reasons for not ending education at 14. This is just the age when the intelligence of boys increases most rapidly. Those of us who have had a prolonged education will, I think, agree that most of the knowledge we value was acquired after the age of 14. Elementary education, at present, has to be hurried and dogmatic and cut and dried; it has to teach certain subjects—notably arithmetic—before the pupil is intellectually ready for them; and it has to eschew some things of great importance, because they cannot be learnt at so early an age. To quote Sir Richard Livingstone once more: "First, it is useless to teach a subject before the mind can digest it. A liberal education cannot be given at the age of fourteen, fifteen, or sixteen years. Secondly, the humanistic subjects—literature, history, and philosophy—cannot be properly appreciated without some experience of life." He infers that "unless we are content to have a largely uneducated nation, we must establish part-time compulsory education to the age of eighteen years, and follow this up by adult education." With this conclusion I am in complete agreement. The adult education, of course, will not be compulsory.

Assuming that education is to continue up to the age of 18, the question arises as to the proportion that should be technical. I think that some attempt should be made to classify boys and girls according to their abilities. At present, the learned professions are virtually closed except to those whose parents can afford to keep them while they have an expensive training. This involves a loss of valuable skill. The level of proficiency in a profession would obviously be higher if all who showed sufficient aptitude were trained at the public expense. "Le carrière ouverte au talent" is a maxim which, as yet, is very inadequately carried out. It would be a benefit both to the individual and to the community if every boy and girl possessed of exceptional abilities were trained in the full use of them. In theory, this is recognised by the scholarship system, but in practice the recognition is very partial. It is clear that, if State education is to produce the best results, there must at some stage—say at the age of 16—be a selection of those who should be educated for different types of work. All may begin, at that age,

(Continued on page 653)

Molsey Hall Oxford

FOUNDED  IN 1894

POSTAL TUITION for London University MATRICULATION

This is the most valuable of all the certificates giving exemption from Professional Prelim. Exams. Moreover, it is the first step to a University Degree.

LONDON DEGREES & DIPLOMA in PUBLIC ADMINISTRATION

Prospectus Free

on request (mentioning exam.) to the
Director of Studies, Dept. RH7,

Molsey Hall, Oxford

DIPLOMA CORRESPONDENCE COLLEGE LTD.

BILIOUSNESS

Some forms of stomach trouble are really serious, some are very painful and some are simply distressing. Biliousness is distressing because it makes you feel no good for anything—work or play, eating or drinking. Miss D. B. Glassco, of Mitcham, endured such misery before she found relief. "For three years," she writes, "I suffered from very bad bilious attacks, until a friend of mine told me about Maclean Brand Stomach Powder. Since then I have taken it regularly and been free from these attacks."

"I thought I must write and tell you how grateful I am to Macleans. My friends have asked me what I take, and I have recommended this wonderful cure. Now they take it regularly and feel heaps better for it."

"It not only enables you to enjoy your food without fear of suffering afterwards, but it gives you a new vitality."

To be able to say good-bye to your stomach trouble is a tonic in itself. Don't put up with pain any longer. Get a bottle of the original MACLEAN BRAND Stomach Powder and you will be on the high road to complete recovery and new vitality. You can always tell you have got the right powder when you see the signature "ALEX. C. MACLEAN" on the label. 1/3; 2/- and 5/-, powder or tablets. Never sold loose.

National Association of Local Government Officers

An offer Worth **COUPON** Privileges to
Accepting Members

To KENDAL & DENT

Watchmakers to the Admiralty, etc.

Wholesale Jewellers, etc.

106, CHEAPSIDE, LONDON, E.C.2

Please send me free of charge, a new "Privilege Ticket" relating to your offer of SPECIAL TERMS to members of the "N.A.L.G.O."

Name (in full)

Official Address

(in full)

This Coupon may be posted in envelope (unsealed)
under one halfpenny stamp.

SUCCESS ASSURED

CHAMBERS COLLEGE (Founded 1885) provides the finest and most up-to-date Home Preparation Courses for Sanitary Inspection and Meat and Smoke Certificates. Also College of Preceptors (accepted as educational qualification by Joint Board), A.R.S.I., M.R.S.I., M.I.H., etc.

DOUBLE HONOURS AGAIN!!

CHAMBERS COLLEGE students were again the only candidates to secure the coveted award of Double Honours with Special Distinction in the Inst. of Hygiene Exams for both January and June, 1936. Our past record in all examinations is consistently well over 90%.

POINTS IN OUR TUTORIAL SYSTEM
Fees are inclusive of latest editions of all necessary standard Text-books (there are no hidden extras whatever); all fees may be paid by most moderate monthly instalments.

SUCCESS GUARANTEE

We definitely guarantee to get you through your exam. If we fail your complete tuition fee will be refunded. This is your complete safeguard against unsuitable and inferior tuition.

Write to-day for FREE details of the exceptional tutorial facilities offered by this Old Established but essentially Modern College.

CHAMBERS COLLEGE (Dept. 212),
335, High Holborn, W.C.1

ARE YOU TIRED OF YOUR JOB?

Secretaryship, Hotel Book-keeping, Salesmanship, Journalism, etc., from 2/- per lesson. Prospectus and testimonials free.
LONDON SCHOOL OF COMMERCE (Dept. L.G.1),
116, HIGH HOLBORN, LONDON, W.C.1.

RUBBER STAMPS

Sponge Rubber Stamp Pads, Dating
Stamps, Numbering Machines,
Office Requisites.

J. Jackson & Co. ARCA WORKS,
5, BIRMINGHAM, 1.

Phone: MIDLAND 1772.

CHOOSE YOUR WATCH

from
**Camerer
Cuss**

J400 Gentleman's
Wrist Watch.
15 jewelled lever
movement.

In 9ct. gold case £4 4 0

In chrome case £2 2 0

In silver case £2 10 0



For nearly a century and a half Camerer Cuss have been making fine clocks and watches; their reputation is your finest guarantee of accurate timekeeping. Choose your watches from Camerer Cuss. Camerer Cuss make clocks in modern and period designs in various woods and metal to suit every style of furnishing. Come and see the really extensive range on display.

15/0 Special Discount off our normal reasonable cash prices is offered to all members of NALGO. Available only at our sole address.

FREE INSURANCE. One year's free insurance given with every article over £5 purchased.

CAMERER CUSS & CO

Makers of Good Clocks and Watches since 1788.

Only Address:—

54-56 New Oxford Street, London, W.C.1.

DHB

HOLIDAYS: WHERE TO STAY

APPRECIATION

The only regret expressed by
visitors to the

BLENHEIM HOTEL, Brighton,

is that the time spent there, however long,
is all too short. The BLENHEIM

HOTEL is opposite the

Pavilion Gardens,
close to the sea and
all amusements.

Write for terms to
H. M. Penfold,
Resident Director



BLACKPOOL, N.—"Brooklyn," 10, May Bell Avenue. Board Residence. Excellent cuisine, 8s. 6d. per day. One minute indoor or outdoor bathing. Adjoining Talbot Square and all principal places of entertainment. Modern house; wash-basins all bedrooms. Proprietress.—Mrs. Coupe. Phone 1678. Nalgotte.

BLACKPOOL, N.S.—"Petros" Guest House, 21, Gynn Avenue. Always open. Min. sea front, cliffs, golf links and amusements. Midday dinner. Terms from 8s. Personal supervision.—Mrs. C. S. Riley.

BLACKPOOL.—The Croft Private Hotel, North Promenade. Finest position promenade. Close golf, tennis, amusements. Bathing from hotel. Garage adjoining. 10s. 6d. daily. Personal supervision.—W. A. West. Phone 51273.

BLACKPOOL.—Laurel House, 18, Alfred Street. Close North and Central Stations, amusements. Always open. Midday dinner. Sep. tables. Lounge, 7s. 6d. daily, inclusive. Personal supervision.—Mrs. E. L. Thomas.

BLACKPOOL.—"Sheffield House," 33, Dickson Road. Minute sea and station. Close amusements. Special terms out of season. Midday dinner. Boarding 7s. 6d. daily. Apartments 4s. per night.—Mrs. Hesketh.

BOURNEMOUTH.—"Lusuria," Grosvenor Gardens, Boscombe. Comfy Board Residence. Highly Rec.; Ex. cook. Near sea, amusements, etc. From 2 gns. Phone: Boscombe 420.—Mr. and Mrs. H. E. Howes.

BOURNEMOUTH.—"Eversley," Durley Road, Board Residence. Charming situated in own lovely grounds. Lawn games. Unrivalled position. One minute sea, near pier, pavilion and all attractions. Modern comforts (including h. and c. running water in bedrooms). Excellent and varied menu. Congenial company. Enjoy your next holiday! Comfort, cleanliness, and good cooking personally assured. "Nalgotte" highly recommend.—Mr. and Mrs. Pyne. Tel.: 283.

BOURNEMOUTH.—Sibley, Boscombe Lodge Private Hotel, Boscombe Spa Road. Phone: Boscombe 974. Beautifully situated, overlooking sea, pier and Chine; comfortable; homely; good table; garage. Board Residence from 2½ gns. and reduced terms October-June.

(Continued on page x.)

to learn something connected with subsequent work, but in the case of a boy who is going to be (say) a doctor, there will be so much science to be learnt that he will not, for some years, have what is called "technical education."

Technical and Cultural Education

Those who have no great scholastic ability usually have also a certain distaste for purely scholastic work, and are likely to be glad if, at the age of 16, or earlier in some cases, they can begin to learn things that have a practical purpose, though it would be a great mistake to teach them nothing else. They should, in the first place, learn not only mere skill, but also much about whatever trade or profession they expect to adopt—its history, its economic relations, and so on. But in addition to this, no man or woman should grow up without some education in purely cultural subjects, and a considerable proportion of this should be given after 16, because it cannot be rightly appreciated sooner. To adjust the balance between technical and cultural education is by no means easy. In favour of the former is, above all, the fact that it is likely to be more interesting to the majority of pupils remaining after the abler ones have been selected for special training. The argument that it will produce more efficient work has its importance, but it is less decisive now than it would have been fifty years ago. It is easy nowadays for a civilised community to produce enough for its needs without overwork. The chief public advantage of technical education, therefore, will be confined to those skilled crafts which have suffered from the collapse of the apprenticeship system, and to the newer skilled trades, such as those connected with motor-cars or electrical engineering.

Education should, if possible, produce not only knowledge, but also some element of wisdom, which does not necessarily result from knowledge alone. We are all agreed that education is a good thing, and I think it must be admitted that the Germans are the most instructed nation in the world; but instruction has not saved them from an appalling lack of wisdom. I think that education should do something to give a wide outlook on the world, an awareness of other times and other countries, a tolerant understanding of what is different from our own environment, with some realisation of the achievements of man in the past and in the future as it may be made to be. A wide horizon is the first condition both of intelligence and of true happiness, and this is impossible without some knowledge of many subjects, such as world history, astronomy, poetry, and music. And if a man is to play his part as a citizen of a democracy, he must be capable of exercising judgment as between rival dogmatists, which requires that he should not merely be taught that such-and-such things are true, but also that such-and-such things are doubtful, and the arguments on either side are so-and-so. Such kinds of instruction are now no longer mere luxuries; they are matters of life and death, upon which may depend the survival of our civilisation.

Value of Local Authorities

But if it comes to suggesting that schools
(Continued at foot of next column)

General Literature

By JONAS PRAPS

Modern History

Philip Guedalla, in *"The Hundred Years"* (Hodder & Stoughton, 12s. 6d.), does not attempt to give a complete account of European history from 1837-1937, "but rather to throw a light bridge of selected narrative across the chasm of a hundred years." He has, however, been at pains to make the picture complete. — Professor Peers is qualified to write about that rather unhappy country—Spain. *"The Spanish Tragedy, 1930-1936: Dictatorship, Republic, Chaos"* (Methuen, 10s. 6d.), will enable readers to understand the present political situation there. A final chapter deals with the present civil war down to September of this year.

Biography

A full account of George Moore's life has been long overdue: the want has now been completely filled by Joseph Hone (Gollancz, 15s.). Moore's characters were frequently drawn from his personal experiences, and whilst their morals are oft-times questionable, there is no doubt of the purity of his language. Mr. Hone gives us a frank account of Moore's life as well as a study of his writings. — The character of *"Marguerite of Navarre"* is well portrayed by Samuel Putnam (Jarrolds, 16s.). The book is a vivacious account of a clever and versatile woman as well as an excellent commentary on the Court life of France in the early part of the sixteenth century. The writer has the ability to make the characters live: there is nothing of the puppet about them.

The Lure of Travel

Few corners of the globe will remain unknown ere long to one who can read: new books on many parts of the world are poured from the press month by month, making selection difficult. Mr. and Mrs. R. W. Thompson, in *"Land of To-morrow"* (Duckworth, 16s.), tell of their travels through the Argentine, Paraguay, Bolivia, and elsewhere. They travelled in all sorts of cheap ways, and their experiences are

not only interestingly told, but shed a great deal of information on the country's resources. — W. S. Chadwick is a much-travelled man. His *"Bred in the 'Blue'"* (Melrose, 10s. 6d.) tells of the ways of Central African wild folk—human and animal. He has some exciting times hunting wild animals in company with an Alsatian dog. Attached to a District Commission, he had many opportunities, and can recount his adventures graphically. — Wanderlust seems the hardest of any to overcome, and Mr. Frank Hayter, despite the difficulties and dangers he experienced on his first Abyssinian travel adventures, recorded in *"In Quest of Sheba's Mines"*, returns to the country in company with a German mining engineer and makes a further excursion into the wilds of the western interior. *"Gold of Ethiopia"* (Stanley Paul, 12s. 6d.) tells the story of his adventures with white monkeys, as a god, in a native elephant hunt, etc. — Three other books recount personal wanderings the world over by young men on no settled plan—just wandering for the lust of it or for a living, and roughing it. They are quite distinct in character, but display the same restlessness in seeking adventures and fresh experiences. Kenneth Mackenzie in *"Living Rough"* (Cape, 7s. 6d.), goes hoboing across Canada. V. Ivanov, in *"I Live a Queer Life"* (Dickson, 10s. 6d.), has a lot to say on roughing it in Russia; and David Wynn, in *"The World My Oyster"* (Rich & Cowan, 12s. 6d.), leaves little of the world untouched by his roamings, told in free and easy style. — Henry Baerlein is more prosaic. His travels through Poland, recounted in *"No Longer Poles Apart"* (Longmans, 15s.), are easy going, but his descriptive passages are excellent.

Fiction

"Buddenbrooks" established Thomas Mann as a writer of genius even at the early age of twenty-five. In *"Stories of Three Decades"* (Martin Secker, 10s. 6d.), twenty-four shorter stories by Mann have been collected, and they are further evidence of his literary ability. — Fairs and show grounds have figured rather frequently in recent fiction. *"Crocus,"* by Neil Bell (Collins, 8s. 6d.), is the story of a quack doctor and a half-gipsy boy he adopted; of the life of the fair-ground, boxing-booth, and the usual accompaniments some thirty years ago. — As a description of country folk and country life, *"Old Jan,"* by S. Streuvels (Allan, 7s. 6d.), is excellent. It is a story of Flanders and breathes the atmosphere of the soil. — Readers sometimes complain that they cannot read the older classic novels of Thackeray, etc., because they are so long. The long novel seems to be coming into its own again—"Anthony Adverse" and many others, for example. Now comes *"Gone With the Wind,"* by Margaret Mitchell (Macmillan, 10s. 6d.), a dramatic story of the American Civil War and its aftermath.

(Continued from previous column)

should generate a standard of values, we are on very dangerous ground. The State is only too ready to agree, but its standard of values may turn out to be very different from what reformers had hoped.

Fortunately, the danger is less in Great Britain than in any of the great countries of the Continent. Not only have we a tradition of liberty and respect for the individual, but we leave more than others do in the hands of local authorities, who have not the same preoccupation with war and defence as the central government has. In spite of a warlike and conquering past, our sincere desire now is for peace; there is, therefore, good reason to hope that State education in this country, at any rate so long as we keep out of war, may do what is possible to preserve a liberal outlook.

SPORT

Sport in the Weymouth branch is being fostered by the Weymouth M.O.S.C., which has just completed the first year of its existence. The football section had a successful first season and, playing all friendly games, finished with the following record: Played 22, won 13, drawn 3, lost 6. Goals for 80, against 61. Inter-branch matches were played with the Dorset County Officials and Poole. The cricket team entered the Weymouth and District Evening League, and finished the season in the runners-up position. The team also had the distinction of being the only one to defeat the League Champions—the Green Howards Regiment. During the summer a member of the club, W. J. Popham, was successful in winning the Dorset County Diving Championship at his first attempt.

A men's singles tennis tournament was recently held by the Havant and Petersfield Branch of N.A.L.G.O., which was of special interest, this being the first function of its kind organised by the branch committee. As a result, Mr. A. L. F. Moss, of the finance department of the Havant and Waterloo U.D.C., was presented with a cup by the president, Mr. Albert E. Madgwick. It is intended that the cup should be held by the winner for a period of one year.

The Newport Bowls Club has now completed its third season, and has won eleven out of twenty-three matches played. The president of the Newport Branch, Mr. A. Nichols Moore, borough electrical engineer, presented a tankard to the Bowls Club for competition, and this was won by Mr. Arthur E. Williams, borough treasurer and comptroller's department, who defeated Mr. E. de Lloyd in the final by 21 shots to 19. A most successful whist drive and dance was organised by the Bowls Club on September 25.

PERSONAL

The Johannesburg Exhibition is this year attracting many visitors from Britain. Amongst those who are making this pleasant trip of instruction are Dr. and Mrs. S. Nichol Galbraith, of Tonbridge, Kent. Dr. Galbraith is medical officer of health for South-West Kent United Health Area.

Mr. A. Denton Ogden, a member of the National Executive Council, who was last year's chairman of the Sanitary Inspectors' Association, and is now deputy chairman, has been appointed examiner to the Royal Sanitary Institute and Sanitary Inspectors' Examination Joint Board.

Dr. L. Roberts, assistant to the Bristol medical officer, has won the Joseph Rogers essay prize awarded every ten years for an essay on the treatment of the sick poor. The value is between £200 and £300.

The electricity and lighting committee of the Hampstead Metropolitan Borough Council reported that Mr. Leadbeater, the council's electrical engineer and manager, having completed over 41 years' service, and being over 60 years of age, had requested the committee to release him from his position as from January 1, 1937. The committee, in acceding to Mr. Leadbeater's request, asked the council unanimously to place on record its great appreciation and acknowledgment of the eminent services rendered to the council by Mr. J. Leadbeater during the past 49 years, and particularly during the last 15 years as electrical engineer and manager of the council's electricity undertaking.

Camaraderie

OBITUARY

It is with deep regret that we have to record the death of Mr. H. F. J. Modlin, solicitor and clerk to the Newburn Urban District Council, on October 4. Mr. Modlin held the post of clerk to the Newburn authority for the past 25 years, and has acted as clerk to the Newburn, Gosforth, and Castle Ward Joint Hospital Committee for 30 years. He was a loyal member of the branch, and his death will be a great loss.

Many members of the Association in different parts of the country will learn with great regret of the sudden death of Mr. A. W. Lock, on October 6 last, after a brief illness. General sympathy will be extended to his widow, Mrs. J. Lock, and his son, Mr. A. E. Lock, who is a member of the Association in the St. Pancras borough treasurer's (electricity) department. When he retired on account of ill-health six years ago, Mr. Lock had been a great worker in the interests of relieving officers for more than a generation, and no figure was more familiar in poor



Members of the Newport Bowls Club.

law circles. Appointed to the service of the St. Pancras Board of Guardians in October, 1887, Mr. Lock was eventually promoted general relieving officer and subsequently superintendent relieving officer. When he retired in May, 1930, he had 42 years' service to his credit, during which time he had been the honorary secretary of the Metropolitan Relieving Officers' Association for 31 years.

It is with deep regret that we record the death of Mr. John Charles Palmer, chief sanitary inspector to Bootle Borough Council, on October 8, at the age of 47 years. Mr. Palmer began his career in the surveyor's department at Accrington in 1909, and after gaining the sanitary inspectors' certificate of the R.S.I. was appointed senior sanitary inspector to Kettering U.D.C. in 1912. In 1918 he was appointed sanitary inspector to the Hayes U.D.C., and in 1927 he became chief sanitary inspector to Bootle Borough Council. He leaves a widow and two children.

NEW JOURNAL

Congratulations, Editor Burton, on the first number of *Kent County Chronicle*, whose aim is to bridge the gap by providing a record of the activities of the Kent Branch and some account of the work of the Association. The type is modern, the contents are interesting, the layout good and the cover attractive. May each issue be better than its predecessor.

The Rhondda Branch has made a grant of £5 towards the local unemployed march to London.

CORRECTION

On page 606 of the September issue of LOCAL GOVERNMENT SERVICE we congratulated Mr. C. H. Consell, technical assistant, electricity supply department, Liverpool, on his obtaining a B.Sc. (Engineering) in the external examination of the University of London.

We have since been informed that his correct name and designation are Mr. C. H. Cowell, draughtsman, and we apologise for the error and for any inconvenience which may have been caused to Mr. Cowell.

NEW BRANCHES

The officers of the **Chepstow Urban District Council** and the **Rural District Councils of Chepstow and Lydney** have formed a Branch from October 1.

A new branch of the Association has been formed at **Mirfield** for the staff of the Mirfield Urban District Council. The initial membership comprises all the officers employed by the authority, and to these new members we extend a very cordial welcome.

CORONATION MAYOR THREE TIMES

Alderman O. Wynne Griffith, "father" of Pwllheli Council, who is to be Mayor of Pwllheli for the third year in succession, will have the honour of having been Coronation mayor at three successive Coronations. He was mayor when King Edward VII was crowned and when the late King George V was crowned. He has been a member of the council for fifty-three years.

DINNERS

The first annual dinner arranged by the **Southwark Branch** was held on Saturday, October 10, 1936, when over 100 members and their friends were present.

The president of the branch, Mr. D. T. Griffiths, town clerk of Southwark, was in the chair, and was supported by the branch officers. His Worship the Mayor of Southwark (Mr. Councillor T. G. Gibbings, M.B.E., J.P.), the Mayoress, Miss Gibbings, Mr. F. R. Finch, chairman of the Metropolitan District Committee, Mr. T. M. Kershaw, divisional secretary, and Mrs. Kershaw were the guests of the branch.

"Our Guests" was proposed by Mr. W. Taylor, branch vice-president and vice-chairman of the officers Whitley committee, and the Mayor of Southwark responded.

Mr. F. R. Finch proposed "Southwark Branch N.A.L.G.O.," and, in responding, Mr. F. Burch, branch chairman, referred with pleasure to the fact that nearly all the original office holders were present, and that the president (Mr. D. T. Griffiths) was one of the foundation members of the Branch.

"The Chairman" was proposed by Mr. E. Owen Jones, first chairman of the branch. Mr. Griffiths responded.

Dancing followed the dinner, the Accordion Band providing the music.

The annual dinner of the **Wimbledon Branch** of the Association was held on October 7, 1936, and again provided evidence of the good relations existing between the Council and its staff.

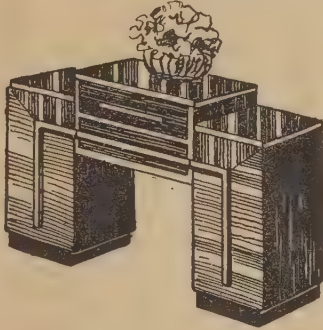
The president of the branch, Mr. C. W. Whiteley, M.I.Mar.E (baths superintendent), and Mrs. Whiteley, together with the Mayor (Alderman J. S. Holland Abbott, J.P.) and the Mayoress (Mrs. Farquharson), received the guests.

Mr. E. G. Hodges, chairman of the executive committee, proposed the toast of the "Mayor and Corporation of Wimbledon," and after the Mayor had suitably responded, Alderman Shire Russell toasted the "President and Members of the Local Branch." During the course of his reply, the president took the opportunity of presenting a cheque, on behalf of the branch, for the Mayor's Benevolent Fund.

C. & R. LIGHT

54, Great Eastern Street
London, E.C.2

'Phone: Bis. 3952



12 Showrooms of Modern and
Reproduction Furniture

Courtesy and Prompt Attention

No Order too Large No Order too Small

Special terms to members

Write for lists and mention this journal
"Britisher" Graded Furniture with 100
years' reputation

THOUSANDS OF CIVIL SERVICE VACANCIES

The Civil Service Correspondence School offers specialised tuition for the Civil Service examinations only. The fees are moderate and include loan of all text-books. There is a reduction of 20 per cent in fees for members of N.A.L.G.O. and for children of N.A.L.G.O. members. Deferred payments if desired.

Over 200 Students of the Civil Service Correspondence
School succeeded at Service Exams. during 1935-36,
and secured Posts.

FORTHCOMING EXAMINATIONS.

Tax Inspectorate and Third Class Officer, Ministry of Labour.—July, 1937. Salary scale of basic grade rising to £530, with promotion prospects. Age limits, 21 and under 24 on September 1st in the year of the examination. Both sexes eligible.

Executive Class.—We are now enrolling students for the Spring, 1937, Examination. Salary scale rising to £530, with good promotion prospects. Age limits, 18 and under 19 on March 1st in the year of the examination. Both sexes eligible.

Officer of Customs and Excise.—Jan. 12th, 1937. Salary scale rising to £570 with promotion prospects. Age limits, 19 and under 21 on March 1st in the year of the examination. Men only. We are also enrolling students for the January, 1938, Examination.

Clerical Classes.—We are now enrolling students for the Jan. 26th, 1937, Examination. The Clerical Classes of the Civil Service provide a good career for boys and girls leaving school at the age of 16. For the January, 1937, Examination, candidates have to be 16 and under 17 on March 1st, 1937. Hundreds of vacancies.

Typist and Clerk-Typist (16) to (25), Male Assistant Preventive Officer (19 to 21) and numerous other Civil Service entrance examinations are described in our Guide to Civil Service Examinations.

DETACH HERE

Please send me a copy of the Guide to Civil Service Examinations. I am a member of N.A.L.G.O., and am interested in the Examination.

Name

Address

Send in unsealed envelope with 4d. stamp.

CIVIL SERVICE CORRESPONDENCE SCHOOL

83a, Charlwood Street, Westminster, S.W.1

Please mention "Local Government Service" when corresponding with advertisers

There's no fury like an overcoat scorned

When I say that there's no fury like an overcoat scorned I mean that if you won't pay proper attention to the quality and tailoring of your winter overcoat the poor thing must let you down by looking seedy. It stands to reason, because during the cold months all the stress of the weather, the rub of car and train seats, is taken by your winter overcoat. You must have wondered why overcoats look shabby so soon, and that's the reason—they bear the brunt. I made up my mind years ago that I would produce overcoats that would not "give up trying" but would look as smart as your suits and last as long, and I suppose I must have spent years from first to last in perfecting the overcoat of my dreams. I studied overcoat stresses. I had special materials woven. I introduced hidden double stitching here and extra stiffening there until today I think I can promise you several years more wear from the overcoat I build for

you than you have been accustomed to. No, I'm not blushing—I'm telling you. Anyhow I'm still game to give comfortable credit terms to my good friends the Public Official on the actual marked cash prices I charge the public, so it can't do any harm if you look in for a chat on clothes subjects—and I shall be delighted to see you



**Overcoats
from 4½ Gns.**

I offer credit to Public Officials ONLY with a nominal 2½% extra for clerical expenses, provided they mention this paper when ordering

THE PUBLIC OFFICIALS' TAILOR

George Doland

7 WHITEHALL SW1 & 143-5 VICTORIA ST. SW1

Branches at Balham, Bromley, Cheapside, Cricklewood, Clapham, Ealing, Holborn, Horsham, Putney, Staines, Streatham, Sutton, Watford, West Ealing, Wimbledon

DOLAND & LARCOMBE, 15-17 Ludgate Hill

Stuarts

Camaraderie

(Continued from page 654.)

DRAMATIC

The members of the newly formed dramatic section of the **Wimbledon Branch** have been working very hard for some months in preparation for their first production, "9.45," which is to take place at the Baths Hall, Wimbledon, on Wednesday, November 25, 1936. A cordial invitation is extended to members of other branches, and tickets (price 2s. 6d., 1s. 6d. and 1s. each) may be obtained on application to Mr. A. L. Taylor, public health department, town hall, Wimbledon.

SOCIALS

Over 200 members and friends were present at a dance and whist drive organised by the **Hastings Branch** on Wednesday, October 7. An enjoyable interlude was provided by the "N.A.L.G.O. Girls" (members of the borough treasurer's staff), who presented a cabaret act. Prizes were presented by Mr. J. Norman Gray, the entertainments manager, who is a vice-president of the branch.

The **Poplar Branch** is proposing to hold a dance in aid of the Benevolent and Orphan Fund, and the following note should be made in your N.A.L.G.O. diary:

Date: Saturday, November 28, 1936.

Place: East India Hall, East India Dock Road, Poplar.

Band: Howard Baker's "Delphians."

Admission: 2s.

Time: 7.30 p.m. to 11.30 p.m.

Tickets: Obtainable from branch secretary, H. A. Tibbatts, Bromley Public Hall, Bow Road, E.3.

The **Ashford (Kent) Branch** is to be heartily congratulated on its novel method of raising funds for the Association's Benevolent and Orphan Fund. The effort took the form of a garden party, water gala, and bathing belle competition. The events included an American tennis tournament, an open table tennis tourney, an open 240 yards race, a water gala, including a water polo match, relay races, and diving contests. Teams from the Metropolitan District and the South-Eastern District took part in the water gala, and the semi-finals of the South-Eastern district teams competition were played in the afternoon. Thanks to the weather there was a very large crowd, and the events were very well supported.

As a result of this function, the branch was able to send about £55 to the B. & O. Fund. When it is remembered that the Ashford Branch is one of less than 50 members, it has reason to be proud of the achievement and the result which has crowned its efforts.

Social activities in **Twickenham** have been very much to the fore during the past month. On Saturday, October 3, a large party visited Croydon airport and spent a most enjoyable and interesting afternoon. After being conducted round the aerodrome and getting a close-up view of many giant air liners, the party went on to the roof to witness the arrival and departure of planes on the Continental services. On Friday, October 16, a very successful dance was held in the large public rooms at the municipal offices. About 140 persons were present, including the mayor and mayoress, many councillors, and the town clerk (Mr. E. G. Stray, president of the local branch), accompanied by Mrs. Stray.

DO YOU WANT

the "N.A.L.G.O. Girls"—the cabaret show organised by members of the treasurer's staff at Hastings, for any of the functions you are organising this winter? They are willing to attend any function within a reasonable radius of Hastings. They do not require a fee; but they do, of course, expect their travelling expenses. All inquiries for their services should be addressed to honorary secretary, A. K. Vint, 40, Wellington Square, Hastings.

Training and Promotion of Local Government Officers

THE correspondence debating term has started. In the October issue, Mr. S. L. Collett outlined his proposals for putting some of the recommendations of the "Hadow" Committee into practice. Mr. L. L. Brook, of Bristol, and Mr. D. R. Woodman, of Willesden, have submitted their criticisms of those proposals, and these are collated under the headings of Mr. Collett's proposals:

Establishment Committee

On this point Mr. Brook has nothing to say, but Mr. Woodman feels that Mr. Collett rightly echoes the Report's emphasis on the need for an Establishment Committee in each authority and in urging an extension of its usual powers. "While the Report stresses the desirability of appointments being made to all grades by such a Committee and not by a chief officer, Mr. Collett carries me with him in underlining the deficiencies even of this practice because of present limitations. Too often the actual interviewing of short-listed candidates by Council's committees constitutes the first direct contact between the individual officer and the employing authority; under such conditions it cannot be an adequate test of an officer's ability. But it would be adequate, were it reinforced by the periodical reports on all officers on the lines suggested by the Hadow Committee and elaborated in this article."

Transfers and Training

On this suggestion, Mr. Brook is rather trenchant. He says that it is a mistake to endeavour to produce executives as one forces rhubarb, i.e., by compulsion. With the exception of a junior officer who should be compulsorily moved inter-departmentally for the first three years of his service at the end of which he would state the department to which he wished to be permanently attached, thus providing an opportunity for a junior's natural aptitudes being suitably employed, the employing authority should provide the facilities so that those with the necessary ambition can of their own accord fully equip themselves. If this be done a sufficient supply of suitable executives will be forthcoming.

He suggests that facilities should be offered by the authority to provide

- (1) Maximum opportunity for acquiring practical experience,
 - (a) By compulsory movements of juniors;
 - (b) By facilitating voluntary inter-departmental movement of seniors.
- (2) Facilities for developing the reasoning faculties.
- (3) Opportunity for acquiring specialist knowledge.
- (4) Provision for developing character and the cultural development of the mind, e.g., organised games, study classes for psychology, philosophy, the classics, etc.

These facilities would, he considers, tend to produce executives endowed with qualities of leadership, keenness, and necessary administrative experience. And promotion to chief positions should depend upon the possession of all three.

With regard to those officers who do not pursue becoming executives no detailed training need be prescribed, his reasons being:

- (a) Increase in mechanisation;
- (b) The higher standard of intellect demanded before entry into the service is permitted.

Mr. Woodman would mark for particular investigation the need for what the Report terms "variety of experience." In paragraphs 111-115 it recommends the exchange of officers both between authorities and between departments. While the first part seems scarcely possible or desirable for junior officers, there is manifestly a need for the second. The Committee does not vacillate on the question; it uses the terms "regular arrangements." For these Mr. Collett puts forward some concrete suggestions and unflinchingly lays down the principle that the officers' own preferences should be taken into account. A certain amount of choice already obtains in the civil service. Too often to-day a junior finds himself imprisoned in one department whereas another makes a much greater appeal to him; he feels that in it he would render the authority yeoman service and is painfully aware of the absence of any regular machinery to effect the transfer.

Appointment of Senior and Technical Officers

On this suggestion Mr. Brook feels that arrangements should be made for retaining in an advisory capacity only executives who reach the age of, say, 55 years. This would facilitate the promotion

of younger men at a time when they possessed maximum zeal.

Omissions and Commissions

Mr. Brook's broad criticisms of Mr. Collett's suggestions generally may be summarised under three headings:

- (1) Too much regimentation tending to create an atmosphere which (a) would not be conducive to sincere "team" spirit, and (b) would tend to dull ambition.
- (2) Undue stress accorded to the importance of academic qualifications. Executives in addition to possessing the requisite technical knowledge must be endowed with the qualities of leadership, e.g., ability to command respect, understanding of human nature, tact, etc. No provision is made for the development of these qualities.
- (3) Provides insufficient training for developing the reasoning faculties.

Mr. Woodman also has some general criticisms to offer. He feels that Mr. Collett's suggestions elaborate details far beyond anything contained in the Hadow Report, and outlines schemes which would beget the most furious activity to date among ratepayers' associations and which, if seriously sponsored by N.A.L.G.O. at this moment, would do its cause more harm than good; and that they omit two of the principal points made by the Committee, namely (taking them in their order of appearance) recruitment from higher age groups and the setting-up of a Central Advisory Body.

On the question of higher age groups, Mr. Woodman suggests that attention should be given to the desirability of recruiting junior officers from boys leaving the secondary schools at the age of eighteen. At present those who seek employment for the first time at eighteen find their age a handicap, and count themselves fortunate if they obtain positions junior to those held by former schoolmates who matriculated with them but did not remain to prosecute intermediate studies.

Mr. Woodman also writes: "The Hadow Committee said of the Central Advisory Committee that it was 'the chief of our recommendations.' It devotes to it paragraphs 151-159. No one knowing of what value the civil service commission has been to our colleagues in central administration, in both raising its status and increasing its efficiency, can deny the value of this recommendation. The establishment of such a body would give the service a uniformity which it sorely lacks to-day. It would greatly enhance its prestige in the public eye, a development not only which it deserves but which would eventually benefit the community through attracting good material to its ranks more readily. Finally, it could legislate on the vexed problem of suitable examinations on the lines of the civil service commission. It is noteworthy that the Departmental Committee was dissatisfied with both the existing University diplomas in public administration, as being of too high a standard, and the Association's own examinations, as paying too much regard to office routine (paragraphs 126-127)."

The subject is now open for further discussion, and letters for publication in the December issue of "Local Government Service" should reach the editor not later than November 20.

N.A.L.G.O. EXAMINATIONS

—:O:—

The next examinations of the Association will be held on the 14th, 15th, and 16th January, 1937, at centres which will be arranged in December.

Applications to sit at these examinations must be made on the prescribed form which must be received by the General Secretary not later than the 1st December, 1936. Application forms may be obtained from the General Secretary, 24, Abingdon Street, Westminster, S.W.1.

Home Gardening

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens,"
"The Wright Encyclopedia of Gardening," etc.

I WONDER whether all my readers who have small gardens realise how easily and cheaply they can increase the area by using more and more expanding trellis-work? I see endless stretches of low fencing between gardens which is simply crying out for vertical extension, so that it can provide a substantial increase of plant-surface, thereby ensuring greater privacy (for those who like it) and at the same time adding colour and perfume to the garden.

It is likely enough that in many such cases there is a doubt about the ownership of a particular fence. In others, the person who is the acknowledged owner may not have the same tastes as the tenant on the other side. One cannot state a case to suit every condition, one can only say that with a little tact and a little give-and-take many difficulties can be surmounted.

These remarks are based on the fact that November is the great Rose-planting month, and that there is no plant or shrub like the Rose to clothe trellising with beauty speedily. No tedious painting of the wood is necessary, because Roses thrive perfectly on fences brushed over with creosote, which can be applied with a large brush any fine afternoon, and dries quickly. I have a fence on which two years ago I fixed trelliswork of about five-inch mesh when fully drawn out to a height of two feet, and which is now completely clothed with Roses. It gave a nice spread of bloom the first year, and a glorious coat the second.

A wide border is not necessary, provided suitable varieties are chosen; nor is a deep, rich bed of soil essential. While some varieties sulk unless they are pampered, others thrive under the plainest imaginable conditions. In this connection I would recommend two sorts as particularly amenable. They are Albertine and American Pillar. The latter is well known, but not so the former. The one—Albertine—is an early bloomer, the other late; and this being the case one gets a succession of flowers. It is not a bad plan to set them alternately in the border. And what about Emily Gray as a third? I dare not dismiss it, and, indeed, I love the variety. It is, however, a sort demanding more care than the other two. For one thing, the wood is much more brittle, whether old or young; one must therefore be careful in weaving the shoots through the openings in the trellis, which one always likes to do in order to save tying. It may also have somewhat more liberal fare than the other two. With these provisions it will be safe to plant Albertine, American Pillar, and Emily Gray alternately, and a rich harvest of perfumed bloom they will give.

If any reader finds a difficulty in obtaining Albertine he may, to suit a particular nurseryman's convenience, substitute François Juranville, which much resembles it in colour and habit. In both the flowers

are large, nearly if not quite full double, and of a charming salmon pink hue. Nor must I omit to say that they are highly perfumed.

At this the great Rose-planting month of the year, I may stress the particular claims as a bedder of a certain variety generally classed with the Dwarf Polyantha type. I allude to Kirsten Poulsen. I feel sure that I have mentioned this grand Rose in the past, adding that it has Hybrid Tea blood in its veins. The colour is a vivid rosy red, and a batch of plants set two-and-a-half feet apart in a group will soon be a glowing mass of colour which will last almost unbroken throughout the summer if given fair treatment. This cannot be said of the stock Hybrid Teas, beautiful and useful though many of them are. Karen Poulsen is also brilliant.

Having asked why fences should so often be left unadorned with Roses, I may proceed to inquire why herbaceous borders are equally frequently left a tangled mass throughout the winter, instead of being taken in hand during spare hours in autumn and winter. In small gardens it is often difficult to find suitable places for bulbs, simply because the herbaceous borders are crammed with superfluous masses of tangled vegetation. Take up the plants, divide the clumps after cutting out the dead or dying stems, replant, and there are nice open spaces left for spring flowers. And don't, by the way, feel compelled to replant every kind lifted from a given bed or border. Make exchanges or gifts and so get a change year by year.

There are dozens of beautiful hardy herbaceous plants which are rarely seen in small gardens. For example, that noble two-footer, *Stachys* (or *Betonica*) *grandiflora*, with its masses of handsome foliage and tall spirals of handsome purplish-blue flowers during May and June; *Helipterum* roseum, with its charming rosy buttons on stems about eighteen inches high, and narrow, glaucous leaves, the flowers suitable for use as *Immortelles* after adorning the garden in July; and *Heliopsis* *scabra* and its varieties, of which the *Zinnia*-flowered is one of the best, forming broad masses three feet or more high in summer. When a bush of the variety named is in full beauty it resembles almost exactly a lovely smother of golden *Zinnias*.

Delphiniums are rightly admired, and my readers may be interested to hear of two varieties of *D. Gayanum*, one violet and the other rose, both two feet high, which I saw at Kew last July. They were most charming. Of the *Erigerons* and their many varieties I should like to say a word for *Merstham Glory*. *Dimorphothecas*, of which the orange-coloured species *aurantiaca* is the most familiar, grow steadily in favour, and ringens, white with violet zone, is very beautiful. Both are annuals growing about a foot high.

Bridge Forum

By NEVILLE HOBSON

CAN YOU REMEMBER?

CAN you remember the cards as you play them? I suppose the most frequent reply will be that some of them (the most important) are remembered, and the others not, and experience of club and general play makes one realise how often a vital intermediate card is missed.

Card memory is obviously essential for any who would become good Bridge players, but the particular way in which the mind is used varies greatly among the Bridge fraternity.

Some of the best players in the country make no attempt to register the playing of each specific card as a distinct and definite unit. They adopt a type of elimination check, by which they concentrate on the cards that are left, and those that have been played are relegated to the mental scrap-heap. Obviously no particular method can be stressed, as this is all linked up with card sense generally. Some players have this aptitude—very many have not, and never will.

Key Cards: Perhaps the best course for a player to follow in the early stages is not to attempt to memorise the smaller, or even the intermediate, cards. He must, however, watch the play of all Honour cards and the 9 and 10, and some attempt should be made to keep count of the cards still unplayed.

Trumps: This is specially important in the case of the trump suit, and in this case also some players count the trumps as they fall, whereas others merely register in their minds those still unplayed.

In time most players learn to count subconsciously, particularly after, e.g., two rounds of a particular suit have been played. This tells the player there are five cards left, and a glance at his own hand and dummy will indicate those which are out against him. The bidding and previous play will often afford a clue as to their exact whereabouts, and this is where the higher phases of Bridge come into operation.

It is, however, easy to "go to sleep" in the case of a player unexpectedly being void on the second round, and concentration is particularly necessary when two voids have to be checked.

Promotion of Winners: One of the easiest ways to tackle this problem of memorising is to concentrate, in the first instance, upon noting the promotion of winning cards in your own hand, and—when declarer—that of dummy also; but the less rigid the method adopted, the better in the early stages, as too much concentration upon this factor can be a definite source of weakness as regards the general effectiveness of one's play.

Probably the best advice is to urge practice—practice—practice (particularly with better players than yourself)! Card sense can only be developed by this means, but it usually needs the more experienced player to point the way to the correct manipulation of the cards.

Movement of Members

Mr. B. ENGLAND, Southend-on-Sea, to Passenger Transport Manager, Leicester C.B.C.
 Mr. R. W. COLLINS, Carshalton U.D.C., to Accountant's Assistant, Beddington and Wallington U.D.C.
 Miss I. E. SCORAH, Ipswich C.B.C., to the Borough Isolation Hospital, Derby.
 Mr. D. G. PATERSON, Acton B.C., to Sanitary Inspector, Peterborough B.C.
 Mr. P. G. SHAW, Hertford B.C., to Building Inspector, Ilford B.C.
 Mr. J. JOHNSON, Mid-Surrey Branch, to Engineering Assistant, Romford U.D.C.
 Mr. S. BRIERLEY, Woolwich M.B.C., to Baths Superintendent, Wolverhampton C.B.C.
 Mr. L. J. ADAMS, Harrow, to Deputy Clerk, Barnet U.D.C.
 Mr. A. R. HUGHES, Dagenham U.D.C., to Legal Assistant, Hornchurch U.D.C.
 Mr. G. C. and Mrs. C. DRYELL, Bedfordshire C.C. to Cumberland C.C.
 Mr. P. P. ROSENFELD, Walthamstow C.B.C., to Engineering Assistant, Yorkshire (West Riding) C.C.
 Mr. R. A. DAVIES, Surbiton U.D.C., to Valuation Assistant, Doncaster R.D.C.
 Mr. P. L. COX, Surbiton U.D.C., to Assistant Solicitor, Weston-super-Mare.
 Miss C. A. SHAW, Bedfordshire C.C., to Nurse, Common Side Hospital, Sheffield C.B.C.
 Mr. R. COZENS, Bexley U.D.C., to Engineering Assistant, Wandsworth M.B.C.
 Mr. E. W. WOODROW, East Suffolk C.C., to Epsom and Ewell U.D.C.
 Mr. D. W. G. BARREN, East Suffolk C.C., to General Engineering Assistant, Monmouthshire C.C.
 Mr. H. DOVE, Godstone R., to Town Planning Asst., Coulsdon and Purley U.
 Mr. J. JOHNSON, Dorking U., to Engineering Asst., Romford U.
 Mr. H. E. STOPHER, Tunbridge Wells, to Chief Engineering Asst., Bexhill.
 Mr. E. R. SHACKLETON, Tunbridge Wells, to Engineering Asst., Hereford.
 Mr. R. B. HARDCASTLE, Hove, to Engineering Asst., Cambridge.
 Mr. C. W. H. GARRETT, Newbury (Br.), to Asst. Clerk and Accountant, Cherterton R.
 Mr. L. H. WINES, Long Ashton R., to Assistant Clerk, Shepton Mallet R.
 Mr. G. A. CLARE, Wing R., to Asst. Financial and Rating Officer, Witney R.
 Mr. J. A. BUCK, Portsmouth, to Engineering Asst., Newton-in-Makerfield.
 Mr. L. A. D. RUSSELL, Wilts, to Surveyor, Erith U.
 Nurse A. M. ARNOLD, Huddersfield, to Chiswick and Ealing Maternity Hospital, Ealing.
 Mr. E. G. BARNARD, West Riding, to Assistant Director of Education, Lancashire C.C.
 Mr. J. CHIPCHASE, South Shields, to Cost Clerk, Orpington U.D.C.
 Mr. LEONARD R. CHIPLEN, Tynemouth, to Borough Treasurer, Lincoln.
 Mr. STANLEY DAWSON, Sheffield, to Assistant Superintendent, Tramway Rolling Stock, etc., Leicester City.
 Mr. J. W. HURST, Wakefield C.B., to Engineering Assistant, Huddersfield.
 Mr. G. MITCHELL, West Riding, to Treasurer's Department, Caernarvonshire.
 Mr. F. K. PERKINS, Blyth, to Borough Engineer, Morpeth.
 Mr. P. S. TAYLOR, West Riding, to Deputy Director of Education, St. Helens.
 Mr. W. WESTWOOD, Stourbridge, to Second Assistant in Accountant's Department, Billerica U.D.C.
 Mr. H. E. CLARKE, Stourbridge, to Slough U.D.C.
 Mr. I. M. NICHOLSON, Coseley, to Engineering Assistant, Stroud R.D.C.
 Mr. D. J. PHILLIPS, Knighton, to Surveyor and Sanitary Inspector, St. Neots U.D.C.
 Mr. K. K. PARKER, Arnold, to Harrow U.D.C.
 Mr. J. W. MASON, Kidderminster, to Weston-super-Mare U.D.C.
 Mr. W. NELMES, Newport (Mon.), to Parks Superintendent, Cardiff.
 Miss A. RIDGE, Derbyshire C.C., to Inquiry Officer, Kent C.C.
 Mr. R. J. BISHOP, Herefordshire C.C., to Clerk, Surrey C.C.
 Mr. E. T. BLAYCOCK, Wolverhampton, to Sanitary Inspector, Lewisham.
 Mr. C. I. PENNINGTON, Lindsey C.C., to Chief Bridge Engineering Assistant, Notts. C.C.
 Mr. J. H. FLITCROFT, Wolverhampton, to Engineering Assistant, Huddersfield.
 Mr. D. W. G. BARNES, East Suffolk C.C., to General Engineering Assistant, Monmouth C.C.
 Mr. F. LORD, Lantashire C., to Labour Master at P.A. Inst., Cheltenham, Gloucester C.C.
 Mr. F. HILTON, Leigh, to Timekeeper and Weighman, Wembley U.D.C.
 Mr. W. B. BROWNHILL, Dewsbury, to Deputy Chief Sanitary Inspector, Burnley C.B.
 Mr. A. PIDGEON, Halifax, to Hospital Steward, Warrington C.B.
 Miss I. E. FOX, Hucknall and Kirby, to Health Visitor, Wallasey C.B.
 Mr. A. NELSON, Lancaster, to Housing Rent Collector, Leeds C.B.
 Mr. E. R. HARGREAVES, Rochdale, to Clerk, in T.C. Dept., Derby C.B.

Mr. W. F. HERBERT, Lanes. C.C., to Director of Education, Berkshire C.C.
 Mr. P. W. R. WEBBER, Morecambe, to Deputy Borough Surveyor, Kendal T.C.
 Mr. F. B. HALLIWELL, Morecambe, to Distbn. Superintendent, Keighley B.
 Mr. A. HOPE, Padiham, to Surveying Assistant, Lancaster B.
 Mr. F. D. MITCHELL FEARNLEY, Waterloo, to Engineering Asst., W. Riding C.C.
 Mr. D. HEATHERINGTON, Rochdale, to Architectural Asst., Bootle C.B.
 Mr. C. H. WRIGHT, Bury, to Sanitary Insp., Blackpool C.B.
 Mr. H. HARGREAVES, Ulverston, to Accountancy Asst., Widnes B.
 Mr. W. R. WENDT, Widnes, to Asst. Accountant, Preston R.D.C.
 Mr. J. P. OGDEN, Accrington, to Eng. Asst., Birkenhead C.B.
 Mr. G. E. BETTS, Accrington, to Eng. Asst., Huddersfield C.B.
 Mr. J. H. GRUNDY, Accrington, to Clerk of Works, Bootle C.B.
 Mr. J. P. ASPDEN, Accrington, to Asst. Solicitor, St. Helens C.B.
 Mr. E. FARNWORTH, Accrington, to Gas Dept., Lytham St. Annes.

ERRATUM

In the September issue, page 609, it was stated that Mr. S. W. Couling had left Whitby to take up an appointment at Aintree. Mr. Couling has been appointed sanitary inspector at Liverpool C.B., and not at Aintree P.C. We apologise for any inconvenience which may have been caused by our error.

For Winter!

Flannel Scarves - - 4/6

Woollen Mufflers - - 6/-

Art Silk Squares - - 7/-

In NALGO Colours

DO YOU WEAR A NALGO TIE?

Illustrated Price List obtainable from

NALGO, 24, Abingdon St., S.W.1

Organisation in Local Government

The October, 1936, issue of the Ministry of Labour Gazette contains some interesting statistics of membership of trade unions and of industrial disputes during 1935.

The net decrease of the number of trade unions was 16, and the number in existence at the end of the year was 1,042. The increase in membership totalled 272,000, rising from 4,570,000 to 4,842,000 during the period, thus restoring the total trade union membership to the level of 1930.

One curious fact emerges. More than one-fifth of the unions were concerned with national and local government, excluding teachers; transport workers' and general labour unions, whilst their membership represented just under one-tenth

of the total union membership, the respective figures being 262 unions with a membership of 479,608. Has ever a case for closer working been made out more pungently than in the revelation of these statistics?

Although there were more industrial disputes during the period January to September, 1936, than during the corresponding period of 1935, involving more working days lost and a greater number of workers, the average number of working days lost by each worker involved in the disputes has been reduced; in other words, the duration of strikes has been reduced, due, in most instances, to the application of Whitleyism principles, and thus proving the value of round-table negotiations between employers and employees.

Ministry of Health Annual Report

The annual report of the Ministry of Health for the year 1935-36 contains some interesting information relating to superannuation and compensation.

During the year it is revealed that fifty-nine authorities adopted the Act of 1922, either separately or in combination and approval was given to 134 agreements under Section 5 (3) by which authorities which have adopted the Act admit to its benefits officers and servants of other authorities or statutory undertakers. Approximately 272,000 officers and servants have been brought within the Act, and there are now only 8 county councils, 13 county boroughs, 128 boroughs, 2 metropolitan boroughs, 340 urban districts, and 236 rural districts outside the provisions of superannuation schemes. At

April 1, 1935, it is revealed, 27 appeals from persons aggrieved by decisions of local authorities on claims made by them for compensation for loss of office or diminution of emoluments were outstanding. During the year, 173 appeals were received and, of this total of 200, 137 were disposed of, three were withdrawn, and 60 remained outstanding at the end of the year. Of the 137 cases decided, the amount of compensation was increased in 68 cases, while in 5 the amount awarded by the authority was reduced.

Here are some definite results of the work of N.A.L.G.O., and local government officers may congratulate themselves on the virility of their association and the beneficial results which are attending their efforts.

Have You Read . . . ?

Welcome New Series

THE general problems of the organisation of local government have been fully discussed in many books, but what is now wanted—and what George Allen & Unwin, Ltd., is supplying—is a series of fairly small books discussing (1) the special problems of specific kinds of authorities, and (2) the problems raised by the various local services.

The Town Hall series of books on local government, the first of which has just seen the light of day, will be attractive to the general reader seeking to understand the problems of society around him, the why and wherefore of his rates, the problem of housing, and the whole framework of that vast organisation which affects his daily life ever more closely. At the same time, the books will primarily be so fashioned as to satisfy all the needs of local government officers preparing themselves for advancement in the service, of those preparing to enter the local government services, and of University students of political science and administration. Let it be whispered, too, that they will be of value and interest to the elected representative. The books will cover the syllabuses of the specialist examinations, and also the University syllabuses. They will be attractively produced at the popular price of 5s. or thereabouts.

Projected titles are: "The Great Towns," "The Government of Rural England," "The Local Government Official," "The problem of the Poor," "The Health of the People," "The King's Highways," "Town and Country Planning," "Public Education," "Gas and Water Socialism." The authors will in each case be men whose names will receive instant recognition as outstanding authorities on their subjects.

George Allen & Unwin are rapidly making a name for themselves as publishers of first-class literature on the social sciences, and this fact, allied to the welcome news that Dr. W. Ivor Jennings has been appointed general editor of the series, not only augurs well for the project, but is likely to enhance the publishers' reputation.

The first of the series, "**The Ratepayer's Money**," is written by Mr. Arthur Collins, who needs no introduction to local government officers. In this brief survey of the sources of income by which a local authority maintains its services and of the way in which local councils and other public authorities make their disbursements, the ball is set rolling in an admirable manner. To the layman, the first chapter or two may be a bit technical, but it doesn't last long, and the reader is soon immersed in a very interesting account of what happens to his money.

Make a note of this series and buy the books as they appear, because this project is going to be one of the biggest contributions to the enhancement of local government prestige that has ever yet been made.

Roads

The second edition of "**Road Making and Road Using**" has just been published by Pitman's at 7s. 6d. net. Books on roads should command a host of readers these days. The subject concerns everyone. It is looming large in social organisation just now, and it is well to be able to discuss it intelligently, especially as local government officers should, more than any other class of people, be able to tell their friends and critics something about each of the services provided by the local authority for the community.

About Women

Delegates to the annual conference, 1936, will remember the interesting debate, and readers of LOCAL GOVERNMENT SERVICE will remember the report in the July issue on the "Equality of opportunity and equal

democracy. But, in any event, you will enjoy reading it.

Prospect

In "**A Short History of the Future**" (George Routledge & Sons, Ltd., 10s. 6d. net), Mr. Langdon-Davies is bold enough to interpret the future, but with a logical, scientific detachment. His book is divided into three parts; first, he deals with the scientific approach to the future; second, with what he calls the liquidation of our present age of stupidity; and third, with the real future.

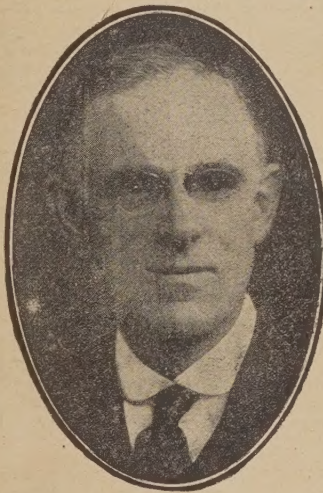
He deals with current problems, Democracy versus Dictatorships, Fascism versus Communism, War versus Peace, in terms of the inexorable laws which govern evolution. He traces present politics as a phase in the process whereby man must either become better organised to win the struggle for survival, or become extinct. As *News-Chronicle* correspondent in Spain, Mr. Langdon-Davies has had recent first-hand experience of the terrible clash implicit in modern political rivalry—in fact, the foreword of the book was written in Barcelona.

One of the author's main contentions is that the man who has no clear faith in a reasonable future is unable to feel confident in the present. Because this is an age of fear and doubt as to the future, it is also an age of escape from present reality down paths of futile daydreams.

Retrospect

Biography is always interesting; autobiography usually compels the attention. When an autobiography is published during the life-time of the writer, and when the writer is one of the most important figures in public affairs, then it simply must be read. By far the most important autobiography published during recent years is "**Men, Movements, and Myself**" (J. M. Dent & Sons, Ltd., Aldine House, Bedford Street, W.C.2; 18s. net), in which the Rt. Hon. the Lord Snell traces the development of his life from its inauspicious start in 1865 in the village of Sutton-on-Trent, right through to 1936, when Lord Snell is an honoured and honourable member of the House of Lords and chairman of the largest local authority in the world. His work in this country is well known and admired. He tells his story more convincingly and in a more interesting manner because of the absence of the ego. But in addition to home affairs, he refers to his experiences in Germany before the War, in Switzerland and Italy, in South Africa, in Palestine, and in the United States.

To the younger generation, Lord Snell's book makes inspiring reading. To his contemporaries it will be welcome, because out of his experiences he is able to explain the background of their lives. And to the children of the present generation, it will be a very useful supplement to school history.



By Courtesy of the Municipal Journal

LORD SNELL, C.B.E.

pay for equal work" motion submitted by the National Executive Council. Now they will have an opportunity of learning something more about this absorbing problem. Five women have written a book, edited by Ray Strachey, entitled "**Our Freedom and Its Results**" (Hogarth Press, Tavistock Square, W.C.; 8s. 6d. net), in which they discuss the results of votes for women in the spheres of public life, law, employment, sex morality, and social life. The contributors are Eleanor F. Rathbone, M.P., Erna Reiss, Ray Strachey, Alison Neilans, and Mary Agnes Hamilton. The pre-War generation will be able to recapture some of the atmosphere and outlook of their youth, and the post-War generation will probably gasp with astonishment that such events as are recorded in this book could have happened in England—the home of

15%

DISCOUNT FOR CASH

5% FOR TERMS

TO ALL CIVIL SERVANTS

Burt's unique system enables you to purchase a suite or have the ROOM COMPLETELY FURNISHED on these terms.

BURT'S TERMS

Weekly	buys	Worth
2/-		£15
2/6		£19
3/-		£23
3/6		£27
4/-		£31
4/6		£35
5/-		£39

Goods delivered on first monthly payment



BURTS

The Great Cash or Credit Furnishers
 Brixton. 374 Brixton Road, S.W.9
 Ealing. 2-4 New Broadway, W.5
 Wembley. 74 High Road
 Harrow. 318 Station Road
 Watford. 37 High Street
 Peckham. 140-2 High Street
 Open until 9 p.m. Saturdays
 Registered Office: 175 Regent St., W.1

DINING ROOM SUITE

10 gns. or 6/3 monthly

This suite in Oak has a finely made extending table, massive sideboard and a set of 4 chairs of modern design. The room COMPLETELY furnished with additional chair, carpet, etc., is only 10/- monthly.

FOR 6/3 MONTHLY NO DEPOSIT

SUCCESSFUL CAREERS

"Employers are now demanding definite proof of ability for the higher positions. There is now no responsible place in business for the unqualified man."

J. P. Mackay
 PRINCIPAL



In Commerce, Industry, Accountancy, Secretaryship, Shipping, Public Services, Banking, Insurance and Civil Service.

Not just a few, but literally thousands of School of Accountancy students have risen from the ranks to important, well-paid positions in Commerce, Industry, Banking, Insurance and Public Services at salaries ranging from £350 to £2,000 a year. They have achieved their successes as a definite and direct result of School of Accountancy Postal Training. These men and women, most of them of average intelligence and education, have multiplied their salaries and made their futures secure.

SEND FOR THIS 180 PAGE FREE GUIDE TO CAREERS



Some chapters in the Guide: How Office men and women can rise to appointments such as Accountants, Company Secretaries, Cost Accountants, Office Managers, Auditors, Cashiers, etc. How technical men can qualify as Commercial and Works Managers. How salesmen can climb to management positions. Courses for Youths and Young Ladies. Students' Success Reports certified by a Chartered Accountant. Opinions of eminent University Lecturers on The School's service. The School's incompareable record of successes in the Accountancy, Secretarial, Banking, Insurance, Matriculation and Commercial Examinations. How the Principal's advice on your career can be obtained free.

CIVIL SERVICE CAREERS: Inspector of Taxes, Customs and Excise, Executive Class, Clerical Class, Post Office, Writing Assistants, Typists, etc. Age limits 16 to 22. Ask for separate free Civil Service Guide.

BRITAIN'S GREAT HIGHWAY TO SUCCESSFUL CAREERS

THE SCHOOL OF ACCOUNTANCY

75 BUSH HOUSE, LONDON, W.C.2

35 REGENT HOUSE, GLASGOW, C.2 • SHELL HOUSE, JOHANNESBURG

PLAY BILLIARDS AT HOME

Billiards—most popular of all indoor games, infinite in its variety and appeal. Play at home this winter on a Lenglen guaranteed Billiard Table—fits on your own dining-room table. Order your table now, and run into form in time for Christmas.

Strong folding stand, for use where no table is available. Perfectly rigid when erected.

26'6 (suitable for all sizes)

Particulars of combined billiard dining tables on application.

Lenglen

FOR ALL SPORTS



You save rather more than 6/- in the £ by getting your sports equipment at Lenglen's. Deferred payments, if desired. Write for catalogue now.

Lenglen's Ltd. (Dept. B 142),
 281-2, High Holborn, London, W.C.1.
 (above Hope Brothers)
 Telephone: Holborn 1814.

Name
 Address



5 FT. SLATE BED
 BILLIARD TABLE
 for
84/-

Specification: One-piece 1-in. thick slate bed, with heavy moulding, mahogany finish para rubber cushion, good quality cord pockets, leather-covered brass pocket plates, six solid-brass adjustable feet to fit on dining-table, good quality billiard cloth, first-quality turned balls, cues, marking board, spirit level, chalk, and rules. This table will compare favourably with makes advertised at £60/0 and upwards.

4 ft. 3 ins. x 2 ft. 3 ins. 4-ft. Ash Cues. 1 1/2-in. balls.
 Usual price, each £3 18 0. Net wholesale price, 54/-.

6 ft. 3 ins. x 3 ft. 3 ins. 4-ft. Two-point Ash Cues. 1 1/2-in. balls.
 Usual price, each £8 0 0. Net wholesale price, 112/-.

These prices carriage free in England.

QUALITY A.

Good quality tables, specially constructed unwarpable bed, first-class finish and good quality cloth, para rubber cushions, solid brass adjustable feet to fit on dining-table, complete with first-quality turned balls, marking board, 2 cues, chalk, and rules.

	Usual price	Net wholesale price
3 ft. x 1 ft. 6 ins. ...	£1 5 0	17s. 6d.
4 ft. x 2 ft. ...	£2 2 0	29s. 6d.
5 ft. x 2 ft. 6 ins. ...	£3 10 0	49s. 0d.
6 ft. x 3 ft. ...	£5 0 0	70s. 0d.

DHB